

# Local Government Service

No. 3

MARCH, 1931

Vol. XIV

## GRANDFATHER RETURNS HOME

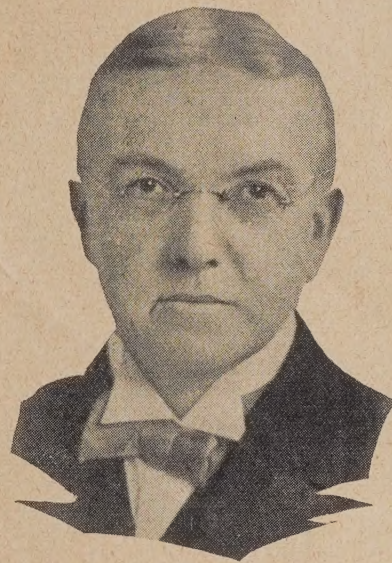
By SIR TOM PERCIVAL

**R**ECENTLY I spent the week-end with my old friend and colleague, the late Clerk to the Guardians of the Treochy Union.\* The last time I saw him he was perturbed regarding his position in connection with the approaching transfer of functions and he confided in me that, whilst he was anxious to "get out," he saw no possibility of doing so, as both the Town Council and the county would be sure to insist on his remaining in office, at any rate during the period of re-organisation. There was no more astonished official in this country than my friend Treochy when he was informed that his services would not be required after March, 1930.

On the Sunday evening the Town Clerk dropped in to sample Treochy's whisky and also, incidentally, to sample my Hampstead cigars—a special brand highly esteemed amongst those who know. The Town Clerk is a close friend of Treochy's and an old acquaintance of mine and, knowing them of yore, I was not surprised when the conversation, having commenced on a philosophic level, rapidly degenerated.

The Town Clerk started the trouble by saying (so sympathetically!) that the recent transfer was something more than a re-arrangement of functions—it was a dramatic union of two local government services, to be regretted, perhaps, from an historical point of view as necessitating the disappearance of one of the oldest forms of local government.

Treochy asserted there was a good deal more in it than that, as it involved the destruction of by far our oldest form of local government. "In fact," he said, "it is a case of grandfather returning to the roof tree from which he has been elbowed by ungrateful descendants." On the Town Clerk demurring, Treochy advanced the view that the existing local government service was, in reality a series of off-shoots from the old Poor Law, e.g., the existing health departments, which, he alleged, had grown from the sanitary



SIR TOM PERCIVAL

Sir Tom Percival is the clerk to the Assessment Committees for South Northumberland, Central Northumberland, and Tynemouth County Borough, and Superintendent Registrar of Births, Marriages, and Deaths for the Tynemouth Registration District. Son of John Percival of Sheffield, he was born in 1877 and was educated at the day school of that town. In 1895 and until 1910 he occupied the position of Assistant Clerk to the Sheffield Board of Guardians, going from there to Tynemouth Union as clerk, a position he occupied until last year. The interest which Sir Tom evinces in the welfare of the poor law officer is widely acknowledged. He held the presidency of the National Poor Law Officers' Association from 1916-18 and of the Northern Clerks' and Superintendent Registrars' Society. *Poor Law Children*, and other works from his pen on the subject of Poor Law have been widely read. Sir Tom finds recreation in music, reading, and motoring. He is a member of the National Executive Council of N.A.L.G.O. as a nominee of the N.P.L.O.A.

services previously administered by Boards of Guardians. "The present municipal service," he said, "has grown out of the old Poor Law System, and these sons of ours have swollen in importance to such an extent that they have almost ousted the old man from the firm and pushed him out of the house. The union which has taken place is, in effect, the return of grandfather—the head of the family—under the family roof tree."

The Town Clerk strenuously denied this and said flatly that Treochy's reasoning was false from beginning to end. He pointed out that Boards of Guardians only dated from 1834.

Treochy promptly pulled out a MSS. (which he had been reading at the local Rotary Club) and quoted the famous passage from Coke's *Institutes*: "That it was ordained by kings before the Conquest that the poor should be sustained by parsons, rectors, and parishioners, so that no one should die from lack of assistance." On this the Town Clerk reminded him that up to 1834 there was no national service, the poor laws being administered by overseers acting for separate parishes. "Besides," he said, "what has happened is that your powers have been taken from you piecemeal—by the Old Age Pensions Acts, Labour Exchanges, National Health Insurance Acts, Mental Deficiency Act, Blind Persons Act, and all that sort of thing. The Poor Law never has been administered by the Municipality and the loss of the majority of your powers has certainly not, until now, involved any extension of the work or powers of the Municipality. As a matter of fact," he continued, "Boards of Guardians have long been an anachronism, out of harmony with the spirit of the times, overlapping the functions and areas of other authorities, both national and municipal, and generally littering up the highroad and getting into the way of everybody else."

The acrimonious battle joined, Treochy losing his temper and saying violently, "The top and bottom of the whole business is that you were jealous of us—jealous of our prestige, of our tenure, and of the position we occupied, which you were constantly trying to belittle." At the back of all this was the fact that Treochy had an uncanny knack of collecting official posts; indeed, it has been said of him that if he had to wear a medal for every official position he occupied he would have to wear two waistcoats. It was unkind that the Town Clerk, laughing at the suggestion of jealousy, threw it in his face that his real name was "Pooh Bah."

"And who started it?" bawled Treochy. "Listen to this!" He went to his bookcase and took out a volume of Webb's *English Local Government*:—

By 1689 we see the Town Clerk becoming the principal officer of the Corporation, and combining in his person many different offices. On one Borough or another we find him acting as Clerk of the Peace, Prothonotary, Clerk of Indictments, Clerk to the Magistrates, Registrar, and Clerk of all the Borough Courts; he would sometimes be Coroner, Under-Sheriff, Deputy Recorder, Corporation Solicitor, Keeper of the Records, Steward of the Corporation Manors and Billetmaster. He might preside at the Court Leet, Court Baron, Borough Court or Court of Pleas,

\*Mischief will not be done if we remind our readers that the administrative organisation of England and Wales knows not, and never knew, the Union of Treochy, nor any area of that name with the dignity of Town Clerkship among its attributes. His colleague in the Poor Law, like the Town Clerk of Treochy, is a fiction born of Sir Tom Percival's fertile imagination. To amplify a phrase, classical because of its comprehensive range since Charles Dickens' middle period, "there ain't and never was no sich persons." But there—Treochy has caused at least one good journal of repute to suffer impairment of lustre.—ED., L.G.S.]



or sit as assessor in the Mayor's Court. Almost invariably he acted as solicitor and legal agent to the Corporation, and, in conjunction with the Recorder, as its legal adviser. He was often one of the Corporate Justices of the Peace; but, unlike the Recorder and the Chamberlain, not usually a member of the Governing Council, to which he acted as Clerk.

"Pooh!" said the Town Clerk, "that is ancient history and, like the other abuses of those days, it has vanished for ever." But Treochy stuck to his point that the old estate had gradually been broken up amongst the family and that the municipal children had developed rapidly while "grandfather" had been steadily deprived of his interest. He declared savagely that there had been a touch of patronage in the attitude of the Municipality towards the Board of Guardians, whom they treated as the poor relation; and on the other side he wondered whether of late years grandfather had not suffered from an inferiority complex as a result of his diminished estate!

\* \* \*

Since this tumultuous but enlivening meeting I tried to estimate what truth there might be in Treochy's picturesque phrase that "grandfather had returned home." It is more picturesque than accurate. It is doubtful whether it is generally appreciated that whilst the Boards arose out of the famous Royal Commission of 1834, it is equally true that the Municipal Corporations Act, passed in the following year, was also the outcome of a Royal Commission on the old municipal boroughs.

At first sight it is a cause for surprise that whilst the Poor Law Report has become an historic document recognised as marking a significant stage in the history of this country, no such importance has been attached to the Commission whose startling report was supposed to be based on inquiries made on the spot by a number of commissioners sent round to visit the municipal boroughs. No Government report ever issued was couched in such scathing terms of unrelenting criticism. It paints a lurid picture of the conditions alleged to exist generally—misappropriation of trust funds to gain votes in both local and parliamentary elections, maladministration of public moneys, squandering of the ratepayers' resources on feasting, and widespread mismanagement and abuse. It was this report, of course, which resulted in the organisation of the modern municipality. Though the Commissioners thus effected their purpose, the report itself has failed to acquire any reputation in keeping with the violence of its attack and the importance of its results. It has been suggested that this is due to the political bias which animated the Commissioners and to the unfairness by which they imputed abuses to the whole of the corporations, which were confined to a few, whilst the ultimate exposure of the fact that the report was written before some of the Commissioners' statements had been received, robbed it of much of its authority. But it is most

entertaining reading. Incidentally it banishes the ghost of Treochy's "grandfather."

\* \* \*

I shed a tear over the bleaching bones of the Poor Law Guardian!

Events are too recent for an unprejudiced estimate of the work of Boards of Guardians, but I venture to think that the future historian will grant that in the face of unparalleled difficulties they acquitted themselves with credit on the whole. I am proud to have been an officer of the maligned and rejected Boards of Guardians of England and Wales.

When the virulence of the attacks made on the Poor Law System, almost from the year 1834, are realised, and the ferocity (not lacking in unscrupulousness) of the battle following the issue of the Report of the Royal Commission of 1908, it showed amazing vitality on the part of the system that it survived so long. The Boards were never designed to be popular. They have always been in the wrong! The Royal Commission of 1908 rebuked them for their parsimony. The more recent inquiry damned them for their extravagance.

The chief weight of criticism in the 1908 report was directed against the Rural Guardians; the large towns were admitted to be well administered on the whole, but conditions in the rural districts were alleged to be so bad, that they could be cured only by wiping out the whole system. The last inquiry preceding extinction condemned the Urban Guardians and flattered rural administrators, it being seriously suggested, at one stage, that special provision should be made to preserve their powers. One is reminded of the fable of the wolf and the lamb: "The wolf wound up by saying: 'However ready you may be with your answers, I shall none the less make a meal of you.' " The meal is now in process of digestion.

The transfer of the Guardians' functions has been accomplished with skill. There are rumblings of dissatisfaction in some areas; such a drastic change, both of venue and of personnel could not be effected without injuring susceptibilities, but the almost miraculous smoothness with which the operation has been performed is, in itself, testimony to the elasticity of the English Local Government System and its ready adaptability. It is some gratification that the younger generation of Poor Law Officers, to whom the change-over has given their chance, have "made good" in a fashion which reflects credit on their training. If we are not capable of handing out testimonials to ourselves, who is?

METROPOLITAN DISTRICT.—The bowls section general meeting will be held at 34 Charing Cross, S.W., on March 2, at 7.30 p.m. Entries to be submitted during March. Full details of Sectional hon. secretary, T. F. Dunning, Town Hall, Paddington, W.2.

## NEWS FROM PARLIAMENT

By H. M. Gibson, M.P.

THE Departmental Committee, to which, the Editor informs me, reference is made on another page, met on Monday, February 2. Unfortunately, I was unable to be present, but my colleagues on the Committee tell me that the Nalگو deputation made a splendid impression, especially on the chairman—Sir Henry Hadow. To the Committee several memoranda have been presented, but none equals the Nalگو statement as a concise expression of views.

### LOCAL GOVERNMENT (CLERKS) BILL

The Local Government (Clerks) Bill was recently introduced in the House of Lords by Lord Strachie. (A close survey of the proposals of this Bill appeared in LOCAL GOVERNMENT SERVICE, for January.—ED., L.G.S.) As the Bill stands at present, certain clauses are objectionable as far as N.A.L.G.O. is concerned.

Exception is taken to the provision that officers to be appointed under Clause 7 shall be appointed "during the pleasure of the Council." Under this Clause an officer would have no security. Clauses 8 and 9 of the Bill, which relate to superannuation, are not satisfactory as they stand. So far as future appointments are concerned, provision is made with regard to superannuation only of the Clerk of the County Council. These points will have to be dealt with when the Bill reaches the Commons. So far, it has passed the Committee stage in the House of Lords and awaits report in that House.

### VALUATION OF EMOLUMENTS

Agreement has been reached in the negotiations between the Association and the Preston County Borough Public Assistance Committee relating to the valuation of emoluments of the staff in the County institutions.

The Association drew the attention of the Corporation to Section 22 of the Local Government and Other Officers' Superannuation Act, 1922, which provides that any question which may arise between the authority and the officer as to the right to or the amount of a superannuation allowance shall, in default of agreement, be referred to and determined by an arbitrator to be agreed upon between the authority and such officer, or, failing such agreement, appointed by the Minister of Health. A letter has now been received from the Corporation to the effect that the Committee has decided to increase the valuation of the emoluments to £50, and the superannuation allowance will be recalculated on this basis and arrears paid.

EXAMINATION SUCCESS.—Mr. V. Picknell in the finance office of the Eastbourne B.C. has successfully passed the final examination of the S.I.A.A.



# NATIONAL EXECUTIVE COUNCIL

## SUMMARY OF PROCEEDINGS AT JANUARY MEETING

**T**HE National Executive Council of the Association of Local Government Officers met on Saturday, January 31, at 24 Abingdon Street, Westminster, Mr. A. P. Johnson, president, in the chair. There were present: Messrs. E. W. B. Abbott, A. G. M. Archibald, W. W. Armitage, W. G. Auger, J. T. Baker, H. Begg, A. G. Bolton, J. Chaston G. W. Coster, F. R. Finch, G. S. Fraser, T. Freeman, J. E. Gee, D. L. Griffiths, G. Llewellyn, W. E. Lloyd, F. B. Lunt, F. Marsden, M. O. McAuliffe, H. S. Newton, Parker Morris, Sir Tom Percival Messrs. A. Pinches, C. A. W. Roberts, E. H. Scarlett, J. W. Singleton, R. Walls, F. J. Willett, J. W. Wilkinson, W. H. Whinnerah, L. Worden, Dr. A. Wotherspoon, Mr. J. H. Yates, and Mrs. G. Franks. Mr. W. P. Fox, Chief Organising Secretary, was the officer in attendance. Apology for non-attendance was received from Messrs. C. G. Brown, F. W. Greenhalgh, and J. H. Stone.

The minutes of the meeting held on October 18, 1930, having been confirmed, it was reported that Mr. L. Hill, the general secretary, was unable to be present owing to a severe attack of influenza. The Council placed on record its regret on hearing of his indisposition and its hope for his speedy recovery. It was resolved that a letter of condolence be sent to Mr. H. M. Gibson, M.P., expressing the Council's sympathy on the death of his mother.

On behalf of the presidency sub-committee, Mr. E. W. B. Abbott submitted a report. Its recommendations were amended and the forthcoming annual conference will be asked to agree to such changes as will ensure that the president for each year shall be chosen from among prominent officers in the Local Government Service who are members of N.A.L.G.O.; that two vice-presidents shall be chosen annually, each to be an *ex officio* member of the N.E.C., and also to accept a proposal for continuation in office of the president, after the conclusion of each year of office, as an *ex officio* member of the N.E.C. for one year. It was resolved further that conference be asked to agree that Mr. A. P. Johnson be the immediate past-president until the annual conference of 1932, and that the Association's solicitor be instructed to prepare the necessary amendment of the rules so that effect shall be given to these recommendations in the event of their adoption by conference.

The sub-committee submitted a list of prominent members eligible for election as president or vice-president. Certain additions having been made, the council proceeded to elect by ballot members whose names will be submitted to conference for election to these offices. It was unanimously resolved that Mr. Sam Lord, F.S.S.A., F.S.S., Boro' Treasurer, Acton, be nominated president, 1931-32, and that Messrs. E. W. B. Abbott, Barrister-at-law, Director of Education, Maidstone, and F. Marsden, City Engineer, Bradford, be proposed as vice-presidents for 1931-32. The names of these gentlemen will be submitted to the conference accordingly.

### BENEVOLENT AND ORPHAN FUND

Mr. H. S. NEWTON submitting the report of the proceedings of the Benevolent and Orphan Fund Management Committee, intimated that the record of payments for 1930, including investments realised, was £22,191 as against £18,115 for 1929. Payments for the past year were £24,254 compared with £18,817 in the preceding year. The committee had resolved that the N.E.C. be recommended to convey to the members of the late West Derby Union Branch of the N.P.L.O.A. its appreciation of their generous action in transferring to the Fund assets amounting to approximately £520. A donation of £5 to the funds

had been contributed by Mr. William Graham, M.P., for which the committee's thanks had been tendered. Nearly 40,000 copies of the Annual issued by the "Help Yourself" Society, in addition to 2,100 copies purchased by branches direct, had been sold during 1930, resulting in a net surplus to the Fund of £2,885. Consideration had been given to the suggestion that collecting boxes should be available at all branch meetings.

The committee had resolved to take no action in the matter.

From the October meeting of the Council, 129 life membership fees had been received making a total of such life members since the inauguration of the Fund, 5,471.

The Council approved the report of the Benevolent and Orphan Fund Management Committee.

## SERVICE CONDITIONS AND ORGANISATION

For the Service Conditions and Organisation Committee, Mr. F. MARSDEN placed the report of its meeting on January 30 before the Council. It had been reported to that committee that a resolution was passed at the October meeting of the N.E.C. appointing a special sub-committee consisting of the chairman and vice-chairman of the Service Conditions and Organisation Committee, and of the N.A.L.G.O. Provident Committee and members of the Establishment and General Purposes sub-committee to inquire into the financial relationships of branches of the National Association. At the meeting of the committee, Mr. J. W. SINGLETON had submitted a report of the proceedings of the Official Journal special committee, to which committee there had been referred the report of Sir Robert Donald on "Local Government Service."

The General Organising sub-committee's report of its meeting on January 10 had been approved. The N.E.C. had sanctioned the purchase of the Croyde Bay Holiday Camp for £12,000. A contract had been entered into, the completion of purchase was being pushed forward. The committee had resolved that in the event of matters relating to holiday homes and camps being included in its terms of reference, such matters be referred to the sub-committee of members of the Holiday Homes and Camp special-committee with the addition of Messrs. A. G. Bolton and M. O. McAuliffe.

Consideration had been given to a letter from the secretary of the Southern District committee intimating adoption of the following resolution:

"That in the interests of the Association generally the present system of branches being based on the area of separate employing authorities now requires alteration; and that the formation of branches should be based on geographical areas (e.g., assessment or similar areas), in order that all present and future members should have the advantage of closer organising, social, and propaganda activities." The Service Conditions and Organisation committee had resolved that since the question of branch organisation had been considered at the last conference, the Southern D.C. be informed that a recommendation on the lines suggested could not be recommended.

Consideration had also been given to a letter from the Oldham Branch asking for joint publication by N.A.L.G.O. and the Sanitary Inspector's Association, of a notice setting out circumstances pertaining to the appointment of an assistant meat and food inspector. It had been resolved to recommend to the N.E.C. that in the event of the S.I.A. agreeing to joint action, publicity as suggested should be made in the *Municipal Journal* and the *Sanitary Inspector's Record*. Applications in respect of revised rules were made in respect of twenty-two branches and approved. The committee had acceded to twenty-six applications for enrolment as retired members under rule 4. A list of fifteen new branches registered since the October meeting and up to January 17 had been approved.

The N.E.C. adopted the report of the Service Conditions and Organisation Committee.

## LAW AND PARLIAMENTARY

MR. PARKER MORRIS submitted the proceedings of the Law and Parliamentary Committee at its meeting on January 30. The committee submitted a draft memorandum setting out the principles to be followed by the N.E.C. in considering applications for legal assistance which, after amendment by the Executive Council, embraced the following principles: (1) That branch secretaries be informed as to the circumstances in which legal assistance can be rendered to members in pursuance of the rules; (2) That the N.E.C. should cause legal assistance to be available to members on as wide a scale as practicable, but as applications are sometimes made for aid in cases which do not arise out of their duty as officers of local authorities, it had become necessary to provide that (3) In civil proceedings the N.E.C. will be prepared to grant assistance to officers (a) if the Council is consulted before proceedings are commenced; (b) the action arises out of their appointments under a local authority; (c) the branch recommends the N.E.C. to give legal assistance; and (d) the N.E.C. considers the case to be one which legal aid could properly be given; (4) In cases where a member is charged with a criminal offence no legal assistance can be given until the proceedings have terminated. If the member has pleaded guilty or has been found guilty, no legal assistance will be given. If, on the other hand, he has been acquitted, then, subject to the provisions of Clause 3 (b) and (c) being complied with, an application will be con-

sidered by the National Executive Council; (5) In cases where proceedings in Court are not involved, the Law and Parliamentary Committee may give advice or render assistance upon the member concerned making direct application to the Council, subject, of course, to the application being in respect of a matter affecting the rights and interests of Local Government officers.

It was reported that at the previous meeting of the committee consideration of the case of a member against whom criminal proceedings had been commenced had been deferred. On December 8 the defendant was found Not Guilty and the committee had resolved that the solicitors' account be obtained and checked by the legal secretary, and if the charges were reasonable, the whole account of £50 be authorised. A person subsequently found to be unemployed and without funds had during the course of a municipal election for which he was a candidate described an officer of the municipality as one who had embezzled church funds. A solicitor was immediately instructed to act for the member. Proceedings were subsequently stayed on publication in the local press of a complete withdrawal and apology. To recover any part of the solicitor's costs, amounting to £10, had been impossible. The committee had authorised the payment of the solicitor's bill. Three members engaged in the Accounts Department of a Council had been advised to consult a solicitor with a view to his holding a watching brief on their



behalf, another officer of the Council having been charged with embezzlement. It had been resolved that the charges already incurred, amounting to £6 15s., be defrayed and that authority be given to the solicitor to brief Counsel to watch the interests of the three members of N.A.L.G.O. at the forthcoming Assizes.

A nurse having fallen and sustained injuries, the Authority by whom she was employed made a claim upon an assurance company for compensation under the Workmen's Compensation Act. At first the assurance company offered £75 and later £100, which offer was refused. The Authority found further employment for the nurse, but eventually her duties were terminated because she was unable to carry them out satisfactorily. The assurance company later declined to admit liability upon the ground that the accident, which occurred in 1921, was too remote from present incapacity. After an interview between the legal secretary and a representative of the company the latter had offered an *ex gratia* payment of £100 in settlement of the claim. The nurse had been advised to accept that offer.

A report had been received from the representative of N.A.L.G.O. who attended a meeting at Middlesex Guildhall to consider the Solicitor's Bill. That meeting had agreed to recommend approval of the Bill on the understanding that representation be made to the Ministry of Health that the fee for the Practising Certificate and also the fees payable to the Law Society should be paid by the local authority where the clerk, deputy, or assistant solicitor be required to take out a practising certificate. Mr. D. L. Griffiths, the representative who attended on the Association's behalf, was thanked for his services in this connection. A report had been before the committee on the Local Government (Clerks) Bill, to which the chief objection from the point of view of the members of N.A.L.G.O. was that it provided that the deputy clerk and staff to be appointed to assist the Clerk of the County Council should hold their appointment "during the pleasure of the Council." Steps were being taken to obtain certain amendments of the Bill, including one to provide that members of staffs to assist the Clerk of the County Council should hold office in accordance with the terms as respects remuneration and notice upon which they are appointed.

The Minister of Transport had been requested to give the Association an opportunity of considering any draft provisions to be inserted in the Bill dealing with London Transport relative to officers and employees of undertakings to be taken over by the proposed new transport authority. The Parliamentary agent of the Association had reported on private Bills in the Session 1930-31 and action was being taken where necessary. It appeared that generally speaking the compensation provisions, which applied the provisions of Schedule 8 to the Local Government Act, 1929, with the necessary modifications, were satisfactory. Certain Bills included a clause enabling the authority to appoint officers to hold office "during the pleasure of the Authority." At the request of the Association the promoters of the Humber Bridge Bill had agreed to amend the clause so as to provide that the appointments of the officers mentioned therein shall be determined only by notice in accordance with the terms of their employment. The draft orders altering or rearranging the areas of local authorities under Section 54 of the Local Government Act, 1888, and Section 46 of the Local Government Act, 1929, were being examined with a view to the preservation of compensation and superannuation rights of transferred officers.

The committee had decided to ask the Ministry of Health to include in the proposed General Superannuation Bill the following provisions (in addition to the provisions which had previously been asked for), viz.: (1) that in the case of a Poor Law officer (e.g., a matron) who was transferred under the L.G.A., 1929, any service she may have had as a nurse in respect of which she contracted out under the Poor Law Officers' Superannuation Act Amendment Act, 1897, shall, on her paying the contributions which would have been payable by her during the contracting-out period with compound interest at the rate of 3 per cent., be reckoned as contributing

service; (2) for the repayment to officers of sums paid by them in lieu of transfer values under Section 8 (2) of the Act of 1922 before the commencement of the amending Act; (3) that a contributor may nominate a person to whom any sum of money payable out of the superannuation fund on the death of the contributor not exceeding £100 shall be paid at his decease. (A similar provision will be found in Section 56 of the Friendly Societies Act, 1896); (4) for the substitution of the Act of 1922, as proposed to be amended, for the Croydon Corporation Superannuation Scheme, subject, however, that service which would have been treated as contributing service under that scheme shall be treated as contributing service for the purposes of the Act of 1922 as proposed to be amended; and (5) that the officers and servants of River Conservancy Boards may be admitted to the

superannuation scheme of a county council.

Authority had been given to a local solicitor to commence an action for libel against a newspaper in respect of an incorrect report of a police court case in which a member was concerned. A ratepayer having made certain charges against members of N.A.L.G.O. Counsel's opinion had been obtained, but on inquiry as to the financial position of the ratepayer in question it had been found that it would be useless to proceed by civil action for slander and libel. A statement of cases dealt with by the legal secretary showed that sixty had related to compensation for loss of office or emolument, thirty-one to conditions of service, fifty-nine to superannuation, and twenty-two to general legal questions.

The report of the Law and Parliamentary Committee was approved.

## EDUCATION COMMITTEE

MR. E. W. B. ABBOTT laid before the Council a report of the meeting of the Education Committee on the preceding day. The minutes of the October 17 meeting had been confirmed, and the chairman had reported that he had considered forty-three applications for exemption from the Association's preliminary examination and that exemption had been granted in forty-one cases. On the report of the Education General sub-committee, it had been resolved that steps should be taken for the award of the Sister Tutorship scholarship, and that voluntary contributions towards its cost should be obtained as far as possible, and that for this year the Association should guarantee the cost. The report on the extension of the syllabus of the National Association final examination to serve the needs of clerical officers in the public assistance service had been referred back. It was further reported that it had not been possible to obtain accommodation for a summer school at a college in Cambridge, but Oriel College, Oxford, had been booked from July 25 to August 8. The Salvators Hall, St. Andrew's University had been booked for the Scottish Summer School for one week from July 11. At the N.A.L.G.O. Examinations on January 22, 23, 24, there were eighty-three candidates in the preliminary, sixteen in the intermediate, and five in the final grade. The report stated that at January 1, of this year, educational correspondents had been appointed in 127 branches.

The Correspondence Institute sub-committee had reported that the members of the Institute enrolled during 1930 were 644; fees amounted to £3,137, compared with 431 students enrolled in 1929; when fees amounted to £2,095. The

course for the Board of Trade examination for Inspectors of Weights and Measures was to be reorganised. Negotiations had been in progress with Mr. Craven in connection with the I.M.T.A. examination. Mr. Craven had agreed to act as Director of Studies and had submitted a report, in which he advised the appointment of a panel of advisers and tutors. As director he had prepared a scheme of the work which the tutors would perform. The following would act as tutors: Mr. W. E. Veasey, F.I.M.T.A., F.S.S.A., Borough Treasurer, West Bromwich; Mr. Henry Brown, F.I.M.T.A., F.S.A.A., City Treasurer, Rochester; Mr. W. Carlyle Croasdel, Town Clerk, Abingdon; Mr. W. Bentley, A.I.M.T.A., A.S.A.A., Assistant Borough Treasurer, Shore-ditch; and Mr. William Fisk, A.I.M.T.A., A.S.A.A., Borough Accountant, Maidstone. Tutors for statistics and economic science, and for the Scottish portion of the syllabus had yet to be appointed. A twelve-page pamphlet was to be prepared for advertising purposes and it had been resolved that for the intermediate course, the fees should be £8 8s. and for the final, £12 12s.

A report had been under consideration from the Scottish District Committee requesting the Association to urge the appointment of a Departmental Committee for Scotland corresponding to the Departmental Committee to consider the position of Local Government Officers in England and Wales. It was reported that the Service Conditions and Organisation Committee had agreed to comply with the suggestion, which the Education Committee had also decided to support.

The report of the Education Committee was approved.

## PROVIDENT SOCIETY

MR. W. H. WHINNERAH laid before the Council the proceedings of the Nalگو Provident Society Committee of Management. Business arising from the report of the Mortgages and General sub-committee had been considered. Since the last meeting six applications for advances had been dealt with by correspondence between the members of the sub-committee. Decisions were made in regard to two remaining applications, the sum advanced in respect of the eight applications amounting to £4,655. On December 31, 1930, the principle outstanding in respect of advances on mortgages amounted to £48,838 8s. 7d.

It had been reported to the sub-committee that the Society was due to be valued for the quinquennial period ending December 31, 1930, and that the chief registrar was prepared to dispense with the valuation of the sickness section of the Society since it was run on "deposit" lines. It had been resolved to recommend (a) that the sickness section be not included in the valuation and (b) that the honorary treasurer state what would be a fair amount to extract from the life insurance fund to cover administrative expenses and to submit a report at the next meeting of the management committee. In regard to the scheme of widows' pensions which had been before the committee, the sub-committee had decided to rescind the resolution passed at its previous

meeting and to inform conference that the whole subject of widows' pensions had again been explored and that for the time being it had been found impossible to formulate a scheme which would be attractive to sufficient members to make it solvent. As a result of the propaganda campaign during 1930, 1,236 new members had been obtained for the Provident Society. During the month of January, 150 further enrolments were made.

Applications from two members for reclassification in accordance with rule seven had been received. Each member having completed five years' membership of the sickness section. The applications had been confirmed. An amendment of the rules passed at the annual general meeting 1930 had been refused registration by the registrar of Friendly Societies on the grounds that the object set out in the proposed amendment was not a new object. The secretary had been authorised to spend £60 annually on display advertising. It had been decided to invite Dr. H. W. Barnes, Camberwell, and Dr. F. E. Scrase, Hampstead, to annual conference and the annual general meeting of the Society in recognition of their services as honorary medical referees during the past year.

The report of the Nalگو Provident Society Committee of Management was adopted.



# FINANCE & GENERAL PURPOSES

For the Finance and General Purposes Committee, Mr. F. J. WILLETT submitted a report of the meeting held on January 30. The Establishment and General Purposes sub-committee had reported on the resolution of the conference, 1930, requesting the N.E.C. to explore every means to encourage branches to send representatives to the conference. A resolution had been submitted and approved by the Finance and General Purposes Committee on October 17 last which stated the committee's inability to recommend alteration of the present system and that a comprehensive report on the subject be submitted to conference. That report was now laid before the N.E.C. The question of loans for educational facilities had been referred to the Establishment and General Purposes sub-committee. Mr. A. A. Garrard and Mr. F. R. Finch were re-appointed to represent the Association on the National Council of Social Service and London Safety First Council respectively. Consideration had been given by the sub-committee to the amount of the transfer value payable to the staff superannuation fund in respect of members transferred from the N.P.L.O.A. to the staff of N.A.L.G.O. The Establishment and General Purposes sub-committee had been instructed to consider the London District scale

of salaries and to submit a report as to the manner in which it might be adapted to the staff of the Association. The report of the Holiday Homes and Holiday Camp Special Committee had been laid before the main committee and the recommendation to purchase Croyde Bay Holiday camp had been confirmed. The members of the special committee had inspected the camp and its surroundings and had found it was excellently situated, well planned and equipped, and that the buildings and management of the bungalow camp embodied the results of considerable experience. The president and honorary treasurer had considered the report of an independent valuer and were of the opinion that it was satisfactory. The Southern District Committee had suggested that conference standing orders should be altered to allow a member desirous of addressing conference to have preference for that purpose, providing notice had been previously given to the general secretary. The committee had resolved to inform the Southern District Committee that alteration of standing orders to that effect was undesirable.

The report of the Finance and General Purposes Committee was adopted.

the Registrar-General in favour of a scale of payments for enumerators in Institutions in connection with the 1931 Census. Since the meeting of the committee in October last, thirty-four compensation cases of transferred Poor Law officers under the L.G.A., 1929, had been dealt with by the legal secretary.

The report of the Transferred Poor Law Officers Committee was adopted.

## STANDING JOINT COMMITTEE

Mr. F. MARSDEN submitted the proceedings of the Standing Joint Committee at a meeting held in November and on January 10 which the N.E.C. approved.

## NALGO APPROVED SOCIETY

Mr. W. E. Lloyd for the N.A.L.G.O. Approved Society reported on the meeting of the committee held on January 17. The report was received.

## CONFERENCE AGENDA

The chairman called attention to the difficulty created by the resolution passed at the annual conference of 1930, on the motion of the Barking Branch which necessitated the issue to branches at the beginning of March of an agenda giving the resolutions to be moved and recommendations to be made by the National Executive Council at Conference. The Council decided upon a notice of motion in the name of the N.E.C. to be given at Conference to rescind the resolution.

# EX-POOR LAW OFFICERS

SIR TOM PERCIVAL next submitted the minutes of the meeting of the Poor Law Transferred Officers' Committee held on January 30, which contained draft scales of salaries and a programme of conditions of service for transferred Poor Law Officers prepared by the committee for circulation to the district committees for their observations. Since the last meeting of the committee, Sir Lynden Macassey, K.C.'s opinion had been taken on the question whether the South Shields Corporation could reduce the salaries and ration allowances of Poor Law officers transferred to the Corporation. (This opinion was published in LOCAL GOVERNMENT SERVICE for February on page 40.) The Association's solicitor had written to the Town Clerk of South Shields stating that the Association had been advised by counsel that the Corporation could not legally make the reductions proposed, and that having regard to the importance of the matter, the Association would have no alternative but to take such action as may be necessary in order to protect the interests of the members concerned. A second communication had been sent to the Town Clerk of South Shields and it was expected that a reply would be forthcoming in a few days.

The attention of the Association having been called to the appointment of inexperienced relieving officers by the Carmarthenshire C.C., a communication had been sent to the Minister of Health requesting him not to sanction the appointments. It was reported that it was likely that the Monyhull Colony would, in the near future, become a certified institution under the Mental Deficiency Act, and that there was considerable doubt as to what would be the position as regards superannuation of the officers of the colony when the change took place. Sub-section (4) of Section 124 of the Local Government Act 1929 provides that where any officer on his transfer by virtue of that Act to a Council becomes an officer to whom the Asylum Officers' Superannuation Act 1909, as extended by the Asylum and Certified Institutions' Officers' Pensions Act 1918, applies, the previous provisions of that section relating to the application of the Superannuation Act of 1922 (with modifications) to transferred Poor Law Officers, shall not apply to them. The officers of the Colony did not, on their transfer to the Birmingham Corporation on April 1, 1930, become officers to whom the Asylum Officers' Superannuation Act apply, and the question would arise as to whether the latter Acts would apply to such officers on the Colony becoming, at some future date, a certified institution under the Mental Deficiency Act. If they did then come under the Asylum Officers' Superannuation Acts, their superannuation rights

would not be as good as they were at present in certain respects, e.g., under those Acts the superannuation allowance is calculated on the average for the last ten years' service, instead of for the last five.

It was further reported that, on the other hand, if the officers of the Colony were to remain subject to the Superannuation Act of 1922, as modified by the Act of 1929, they would, on becoming members of the Asylums Service, be seriously handicapped because it would be impossible for them to leave Birmingham and enter the service of any other asylums authority without losing the benefit of all their previous service for superannuation purposes.

The Law and Parliamentary Committee had appointed Sir Tom Percival and Mr. G. W. Coster to be a deputation to make representation to the Minister of Health upon the subject. A Poor Law Officer who had been transferred to a County Council had not elected to remain subject to the P.L.O. Superannuation Act, 1896, and was, in consequence, subject to the Superannuation Act of 1922. Shortly after his transfer he applied for, and obtained, an appointment under another council. The advertisement of the appointment stated that the successful candidate would be included in the Council's Superannuation Scheme and that for that purpose he would be required to pass a medical examination. Five months after appointment he was medically examined and certified to be unfit. Representation had been made and in view of the delay in the medical examination it had been urged that the officer should not be prejudiced in respect of superannuation. Arising from this question the committee had resolved to warn members as to the advisability of undergoing medical examination where required before resigning their position to take up a new appointment.

It had been reported that no statutory authority existed for the payment of bonus to Registration Officers to meet the increased cost of living, but that certain Boards of Guardians had granted gratuities to such officers in lieu of bonus, the payments being sanctioned yearly by the Minister of Health under the Local Authorities (Expenses) Act, 1887. It having been reported that the Minister of Health had intimated to certain Councils to whom Registration Officers had been transferred that the gratuity arrangement should be terminated in favour of a salaried system and since the result might be that Superintendent Registrars and Registrars might suffer considerable loss, the committee had appointed its chairman, Sir Tom Percival and Mr. G. W. Coster to interview the Ministry. The committee had also resolved that representation again be made to

## THE NEW "LOCAL GOVERNMENT SERVICE"

IN the last issue of LOCAL GOVERNMENT SERVICE there appeared a letter from the President of the Board of Trade stating his appreciation for the first issue of the new series. Sir Herbert Nield and Mr. Isaac Foot, M.O., have also expressed approval.

Mr. W. DRANSFIELD, hon. secretary of the Huddersfield Branch, writes: "At the last meeting of my general committee the above publication was discussed and the committee were of the unanimous opinion that the 'Service' in its new form is a distinct improvement and a credit to the efforts of the sub-committee which dealt with the matter. Appreciation was expressed on the form of the journal as well as of the type of articles produced."

Mr. F. R. MANN, hon. secretary of the West Riding County Officers' Association, sends the following: "The Branch Executive Committee desire me to express their appreciation of the success which has already attended the efforts of the sub-committee appointed by the National Executive Council."

Mr. R. TURNER, hon. secretary of the Irlam Branch, writes: "I am instructed by the committee of the Irlam Branch of N.A.L.G.O. to write congratulating you on the first issue of the new official journal. The journal is considered to be a very great improvement and is full of interest from cover to cover."

Mr. H. J. BILLINGHAM, hon. secretary of the Bedford and District Branch, conveys the following message: "The General Committee of this branch send their congratulations upon the new production of N.A.L.G.O."

Mr. J. B. SWINDEN, Divisional Organising Secretary, in the course of a communication states: "There has, in this district, been nothing but praise for the journal, and I should like to express my own personal gratification on the wonderful improvement which has been effected. If the standard can be maintained at anything like the same level as the first issue, the LOCAL GOVERNMENT SERVICE as a journal will, in my view, be pre-eminent amongst publications of its kind."

The Guild Journal, the official organ of the Manchester Municipal Officers' Guild, in an editorial note says: "LOCAL GOVERNMENT SERVICE—the official organ of N.A.L.G.O.—has turned over a new leaf. The first issue of the new series (January, 1931) is bigger and more interesting than any previous number. There are still some blemishes—as Junius sets out in his article on another page—but these are chiefly minor ones and will disappear quickly once the new LOCAL GOVERNMENT SERVICE gets into its stride."



## CROYDE BAY CAMP

**C**ROYDE BAY HOLIDAY CAMP, North Devon, is being acquired by N.A.L.G.O. for the use of its members and their families and also, so far as possible, their friends.

It is popular to connect a camp with tents, but this camp, on 6½ acres of land, is provided with permanent structures, detached bungalow huts, family huts, double huts, single huts, and a large dining hall capable of seating 250 visitors, with a social room attached. There is also a hard tennis court and a putting green.

The camp provides for a seaside holiday in the country. It lies in a sheltered valley surrounded by hills on two sides and is open to the sea on the west. Baggy Point and Hartland Point form the horns of the crescent of the bay with Lundy Island in the centre about eight miles away. A few minutes' walk takes one to the sands which are safe for bathing and surf riding—an ideal place for children.

For whoever wants to rest and read I know of no better place than the rocks on the left as one approaches the sands; or the many rock pools left by the receding tide can be explored—marine pictures lined with seaweeds and beautifully coloured sea anemones. A pleasant afternoon can be spent on the sand dunes which adjoin the site of the camp.

### NO CONVENTIONS

This kind of holiday should appeal to members of N.A.L.G.O. Here is complete freedom and absence of convention, and an absence of all anxiety about boarding houses and furnished apartments with risks of accommodation. At the camp everything is for your comfort. We are fortunate in being able to retain the services of the manager and assistant manager, who are pioneers and experts in the Holiday Camp Movement and whose one desire is to make the venture a success for N.A.L.G.O. Good accommodation for the motorist is available at the camp and oil and petrol can be obtained.

The visitors—or should I say campers—elect a committee each week for the organisation of outings, tennis tournaments, putting contests, and dances. The social room has a good dance floor. Ladies should not omit to take a dance frock or the gentlemen to pack their shorts and flannels.

Last year the writer spent a most enjoyable holiday at Croyde Bay Camp in spite of indifferent weather. It is usual to organise tours and it is hoped that arrangements will be made to run trips, at practically cost price, to some of the numerous places of interest in the vicinity.

To the young and vigorous, Lee Bay is an easy walk. This is a charming spot

nestling in a well-timbered valley, approached through typically Devonshire lanes with sweet-smelling hedgerows. On our right as we approach the village we see the old-world thatched cottage of the "Three old maids of Lee." Ilfracombe, not far away, is a beautiful seaside resort with a parade cut out of the rock. A steamboat trip can be booked thence to Lundy Island. Ilfracombe is easy of access to Welsh friends visiting the camp. Barnstaple, the nearest town, is nine miles away and is full of historical interest. Milestones are still inscribed with the Roman name of the town, Barum. A visit to the potteries should not be missed. All stages of manufacture can be seen, and you may spin your own mug and have your initials thereon.

### GLORIOUS DEVON

By the seven-hundred-year-old bridge with sixteen arches spanning the Taw, we enter Kingsley's country, Instow, Bideford, Westward Ho! and Appledore, and pass over roads which lead to Clovelly of world-wide fame. So great an artist in words as Kingsley acknowledged himself defeated in an attempt to depict the glories of Clovelly. Its one street leads steeply from its antique pier, lined with primitive cottages of irregular design and covered with fuchsias, wistaria and ampelopsis vetchii.

Nor should a visit to Lynton and Lynmouth be omitted from the holiday jaunts. Take a walk through the woods by the river to Watersmeet which has been called the Switzerland of England; return by road again to Lynmouth and, if possible, ascend Countisbury Hill, where a fine view of the Welsh coast across the Bristol Channel is obtained. Landwards there is one of the best panoramic views of the Doone Valley, made famous by Blackmore in *Lorna Doone*.

These are trips by road. What of the delightful cliff walks and field rambles that can be organised? A cliff walk to Baggy Point is rewarded by a splendid view and a walk across the fields to Woolacombe Sands will give the joy of life.

It is proposed to open the camp at Easter, and it will remain open throughout the holiday season, so please take your holidays early. Shortly your branch secretary will have descriptive booklets setting out terms and also application forms. Book up for Easter and take the camp into consideration for your annual leave. The wise take their holidays early. All bookings must be made through headquarters, 24 Abingdon Street, S.W.1.

W. G. AUGER, N.E.C.,

Chairman, Camp Committee.

**BRANCH PUBLICATION.**—*Elver*, the publication of the Gloucester Branch, lacks nothing in originality, ready wit and light reading. The artistic manner in which it is set out especially marks it as a well-produced branch publication.

## N.A.L.G.O. COLOURS

**A**S the days lengthen, thoughts naturally turn to the increased opportunities for sports and recreations, therefore. The Association has adopted colours in the following forms:

N.A.L.G.O. sports badges, blazer pocket size, price 2s. each. Ties (silk or knitted), suitable for business or sport wear, price 2s. each. Scarves, black ground with stripes, price 10s. each white, with stripes at end, price 10s. each. Tobacco pouches, silk covered, price 2s. each; better quality, price 3s. each. Striped ribbon, corded silk, ½ in. wide, 10d. per yard. Striped material (as used for making the ties), 24 in. wide, 7s. per yard.

Members should notify their requirements, accompanied by remittance, to their branch secretary. Supplies can also be obtained from the General Secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1.

## PRIZE ESSAY COMPETITION

OPEN TO ALL MEMBERS

**SIR ARTHUR ROBINSON, G.C.B., C.B.E.**, Permanent Secretary, Ministry of Health, who opened the N.A.L.G.O. Summer School of 1930, has presented a prize of the value of £5 5s. for the best essay on one of the under-mentioned subjects.

- (1) The place of the Local Government Act, 1929, in the development of local government
- (2) The best method of training for the local government service.
- (3) The relations between the local government official, his council and its committees.
- (4) How and into what departments the work of a local authority may best be organised.
- (5) The existing arrangements for co-ordinating the different branches of the work of a local authority and what, if any, improvements could be made.

The prize essay will form the basis of one of the informal meetings at the 1931 Oxford Summer School. Copies of the essay will be circulated to students enrolled, and if not already a student, the author will be invited to attend for that session. A general discussion on the subject of the essay will be taken, and the author will be given an opportunity of answering any points raised in the debate. If suitable size the essay will be published in *LOCAL GOVERNMENT SERVICE*.

**RULES.**—(1) The competition is open to all members of the N.A.L.G.O. (2) The essay may be in manuscript, typewritten, or printed. (3) No stipulation is made as to length. (4) The final selection by Sir Arthur Robinson must be taken as conclusive. (5) Essays must reach the General Secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1, on or before July 1, 1931. (6) Each essay must be headed with the title chosen and a *nom de plume*. A sealed envelope containing the author's name, address, and branch and bearing on the outside his *nom de plume* must accompany the essay. Indication of the author's identity should not appear on the essay. (7) The result of the competition will be announced prior to July 25, 1931.

## I.M.T.A. EXAMINATIONS

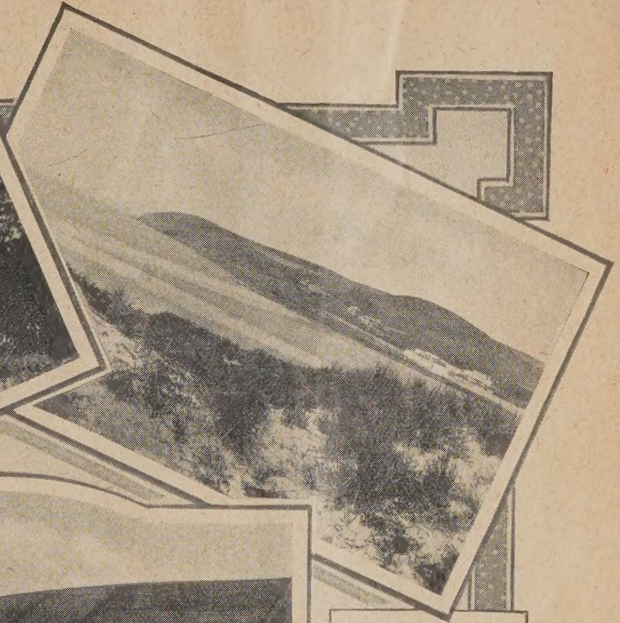
Entirely new courses of tuition are now offered for the Intermediate and Final Examinations of the Institute of Municipal Treasurers and Accountants. Descriptive leaflets are obtainable from Percy Craven, F.I.M.T.A., F.S.A.A., Director of Studies, N.C.I., 24 Abingdon Street, S.W.



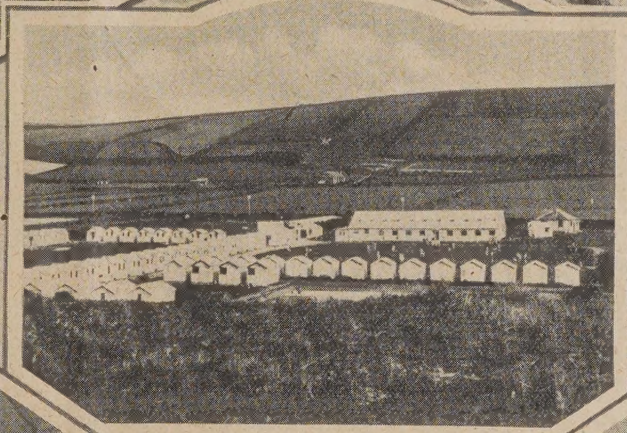
# VIEWS OF CROYDE BAY CAMP



VILLAGE STREET,  
CROYDE,  
looking towards  
Manor Inn



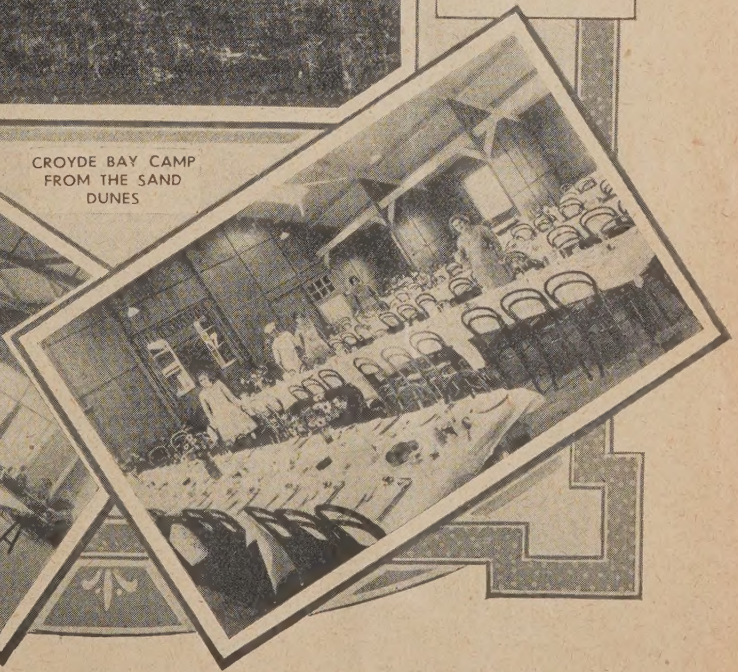
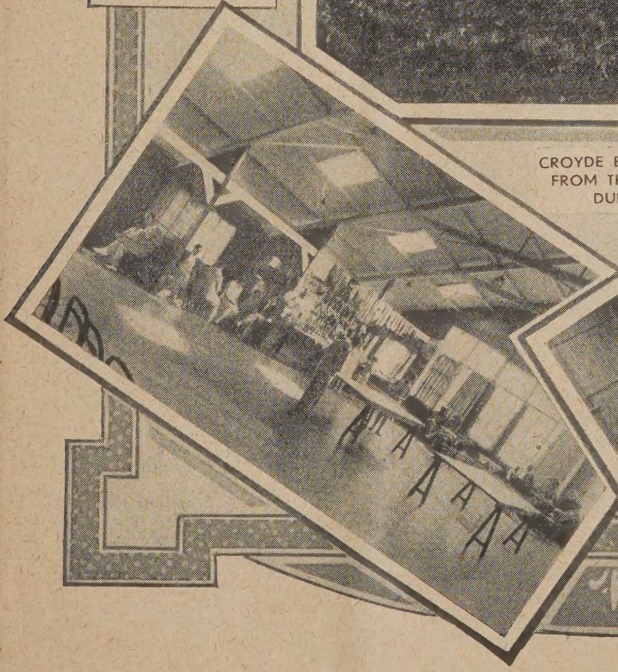
CROYDE BAY,  
THE  
SAND DUNES



DANCE & RECREATION  
PAVILION,  
CROYDE BAY  
HOLIDAY CAMP

DINING ROOM,  
CROYDE BAY  
HOLIDAY CAMP

CROYDE BAY CAMP  
FROM THE SAND  
DUNES





# HONORARY FREEDOM OF HAMPSTEAD

National Executive Council Dinner to Mr. A. P. JOHNSON

AT the Holborn Restaurant on the last Friday in January, the National Executive Council entertained Mr. A. P. Johnson at dinner. With the exception of the chairman of the B. and O. Fund Committee, the company was exclusively N.E.C. There was general regret that unavoidable circumstances prevented the attendance of Mr. Darri-cotte and Mr. Lord (trustees), Mr. C. Brown, Mr. Greenhalgh, Mr. Scarlett, Mr. Stone, Mr. Worden, and the general secretary, Mr. L. Hill.

After the loyal toast had been honoured, Mr. Marsden, in proposing "Our Guest," reminded the company that the function was not intended to be one of farewell, but rather a homely and family party. He paid tribute to the great and growing affection the members bore to Mr. Johnson.

Other speeches were in keeping with the family spirit, the toast being supported by Mr. W. W. Armitage (England), Mr. A. G. M. Archibald (Scotland), Mr. G. Llewellyn (Wales), Mrs. Franks (the women), and Mr. G. W. Coster (transferred officers).

In his reply, "A. P." (he will excuse the familiar but affectionate appellation) was at his best.

The major portion of the evening was devoted to a most enjoyable musical entertainment, to which the following artists contributed: Mona Price (mezzo-contralto), Edward Dykes (bass), Leonard Henry (B.B.C. comedian), Fred Morris (humorist), and Sydney Jerome (pianist).

## THE FREEDOM

On Wednesday evening, February 4, at the Town Hall, Hampstead, the Honorary Freedom of that Borough was conferred on Mr. Arthur P. Johnson, President of N.A.L.G.O., who retired last month, after having been Town Clerk of Hampstead for thirty years. Mr. Johnson is the first Honorary Freeman of the Borough. The Mayor, Alderman Harold Bailey, presided at the ceremony. Among those present were:

Mr. E. W. B. Abbott, Sir Herbert Blain, Mr. Montague H. Cox, Clerk of the London County Council; Sir Robert Donald; Mr. W. P. Fox; Mr. F. R. Finch; and the following Town Clerks of the Metropolitan Boroughs: Mr. E. Austin, Battersea; Mr. D. J. Kelp, Bethnal Green; Mr. C. E. Newton, Camberwell; Mr. S. H. Steel, Chelsea; Mr. Hugh Green, Finsbury; Mr. W. Townend, Fulham; Mr. F. J. Simpson, Greenwich; Mr. R. H. R. Tee, Hackney; Mr. Hugh Royle, Hammersmith; Mr. R. H. Jerman, Islington; Mr. Bruce Penny, Lambeth; Mr. W. F. Abbas, Paddington; Mr. R. C. Graves, St. Marylebone; Mr. A. Powell Coke, St. Pancras; Mr. R. C. Ray, Shoreditch; Mr. Emrys Evans, Stoke Newington; Mr. D. A. Nicholl, Wandsworth; Mr. G. Parker Morris, Westminster.

The following telegram was received by Mr. Johnson from the General Secretary of N.A.L.G.O.: "The thoughts of thousands of local government officers are with you

to-night and all members of N.A.L.G.O. congratulate you upon the well-deserved recognition of your long and valuable services to Hampstead."

Before making the presentation, the Mayor recalled how Mr. Johnson came to Hampstead as far back as 1893, when he was appointed by the Vestry as Clerk. He recounted Mr. Johnson's many activities outside his immediate official duties and read the following letter from Sir William Hart, at the time of its subscription still Town Clerk of Sheffield, and President of the Society of Town Clerks:

DEAR SIR,—I very much regret that I shall not be able to attend the ceremony of the admission of Mr. A. P. Johnson to be an Honorary Freeman of your Borough. To-morrow is the day of our Monthly Council Meeting here, and it is specially important that I should remain here for that meeting.

As President of the Society of Town Clerks, I should like to express the high regard in which Mr. Johnson is held by all the town clerks of this country. We recognise his great ability and the splendid services he has rendered to your Council and to the whole of the Municipal Service. We respect him for his unflinching courtesy, his unceasing efforts to raise the standard of municipal service, and to ensure the highest possible standard of efficiency in all departments of the Local Government Service.

He carries with him in his retirement the best wishes of his colleagues and we are all proud to have been associated with him, some of us for many years in the public service.

Yours faithfully,  
WILLIAM HART.

TOWN HALL, SHEFFIELD.  
February 3rd, 1931.

On rising, Mr. Johnson was received with great applause. The honour which had been bestowed upon him, he said, was the greatest a citizen could aspire to. When he said "Thank you," they would understand that he put into those two words all his strength. "I am pleased beyond measure," he continued, "that this honour has been bestowed upon me, first because it destroys that old saw about a prophet in his own country, and secondly, because I am to a certain extent following in my father's footsteps and thus scoring a record in municipal life."

He thanked the members of the present and previous Councils, who had magnified his virtues and overlooked his faults; the Mayors he had served and who had treated him as a friend; the ratepayers, whom he preferred to call burgesses; and the staff, his own and that of the whole Council, and particularly his brother chiefs, who were first-rate men. He also thanked his brother Town Clerks of London for the great assistance they had given him on various occasions.

He regretted that in laying down his office, the friendships with the members of the Council, the staff, and his brother officers would be worn thin by the fact they would not meet so often. If, at any time, he could be of service on questions of municipal law he would be pleased.

The presentation of a casket inscribed:

PRESENTED TO

ARTHUR PALMER JOHNSON, ESQ., M.A.,  
WITH THE FREEDOM OF THE BOROUGH  
OF HAMPSTEAD, 4TH FEBRUARY, 1931

together with the certificate of Freedom was then made and Mr. Johnson signed the Roll of Honorary Freemen.

## COLLEAGUES' TRIBUTE

A few days after Mr. Johnson's retirement from the office of Town Clerk, he was entertained to dinner by the Hampstead Branch of Nalco. Members and friends numbered 167, with the following as guests and visitors: Mr. S. Lord, Borough Treasurer, Acton; Mr. F. Finch, Chairman, Met. District Committee; Dr. W. B. Purchase, Coroner, Northern London District; Dr. R. H. Swindells, Medical Superintendent, New End Hospital; Mr. H. Wigg, Secretary, Hampstead General Hospital; Dr. H. E. Cox, Public Analyst; Mr. A. S. Taylor, Manager, Lloyds' Bank, Hampstead; and Messrs. W. P. Fox (Chief Organising Secretary), H. G. Baker (accountant), and Messrs. Wright and Slater of Nalco.

The presentation of an album, suitably inscribed, was made by the president of the branch, Mr. J. E. Swindlehurst. Mr. Lord proposed the toast of "The Hampstead Guild," to which the chairman Mr. Peverett, responded. Dr. F. E. Scrase proposed the toast of "The Ladies and the Visitors," and Mr. Finch replied. Mr. Kent Wright (Deputy Town Clerk) proposed the toast of "The President."

The album was inscribed with the following phrases, indicating the goodwill and esteem with which the members of the Hampstead Branch regard Mr. Johnson:

TO

ARTHUR PALMER JOHNSON, ESQ., M.A.,  
TOWN CLERK OF THE METROPOLITAN  
BOROUGH OF HAMPSTEAD

1893—1931.

PRESIDENT OF THE

NATIONAL ASSOCIATION OF LOCAL  
GOVERNMENT OFFICERS

1924—1931.

We, the undersigned Officers of the Hampstead Borough Council and members of the Hampstead Branch of the National Association of Local Government Officers, desire to record, on your retirement from the office of Town Clerk of the Metropolitan Borough of Hampstead, our written testimony of the honour and esteem in which you are held by your colleagues.

We shall always remember with gratitude the many and signal services you have rendered to us during your 38 years' tenure of the position of Town Clerk; nor shall we forget that you honoured our Guild by occupying the Presidential Chair during the years 1919-20, 1920-21, and 1929-30.

We shall ever bear in mind your eminent services to the National Association as Honorary Solicitor from 1905-1909; as Chairman of the Council from 1910-1931; and as President of the National Association from 1924-1931; and how you have striven with sure and unremitting purpose to carry out the spirit of the motto: "Non sibi sed toti."

Throughout your career you have taken the warmest interest in the welfare of Local Government Officers and the improvement of your colleagues' healthful recreations and social amenities has received your practical sympathy and generous support.

You have always been mindful of those overtaken by misfortune, and the remembrance of your support of the National Benevolent and Orphan Fund will remain an inspiration to us all in the future.

We pray that you may long be spared to enjoy your retirement from the Local Government Service to which you have devoted your life with such ability and distinction.



# BRANCH & DISTRICT NEWS

## ASHTON-UNDER-LYNE

Mr. H. M. Gibson, M.P., speaking at a recent function arranged by the Ashton-under-Lyne Branch said as a "Nalگوite" he was looking forward to the year of increased prosperity. It would only be attained by members helping one another in a spirit of optimism. The branch is carrying out an active recruiting campaign, and already the results are gratifying.

## BANGOR

The Divisional Organising Secretary has had an interview with the treasurer of Bangor regarding the question of salary scales for the Bangor staff. At the moment salary increases are dealt with individually, and it is probable that an application will be made to the Council to adopt salary scales with a minimum and maximum salary for the majority of the staff.

## BARNSELEY

After several unsuccessful efforts previously, sufficient interest was this year aroused among members of the Barnsley Branch, to hold a branch dinner. The function was held at the Royal Hotel, Barnsley, and was attended by fifty-seven members, the Mayor, Councillor R. J. Soper, J.P., and the Deputy Mayor, Councillor E. Sheerlin, Esq., J.P., being among the guests. The Town Clerk, Mr. A. D. Mason, commented on the success which had been attained by the organisers and expressed a hope that the dinner would be the first of a successful annual series.

## BEXHILL

The Mayor, Mrs. Alderman Meads, accompanied by her husband, Mr. W. E. Meads, Mr. J. T. McIlveen, Clerk to the East Sussex County Council, and other county officials, together with Mr. P. Fox, Chief Organising Secretary, were among the guests at the second annual dinner and dance of the Bexhill Branch of N.A.L.G.O., held at the Devonshire Hotel.

## BOOTLE

At the annual meeting of the Bootle Branch the draw was made for the prizes offered in a competition in aid of the Benevolent and Orphan fund, which effort realised a total of £45. A silver mounted walking stick, suitably inscribed, together with a cheque was handed by the Mayor in behalf of the officials, to Mr. Tom Woods, the library janitor, who retired after twenty-six years service. The report of the branch secretary, Mr. H. A. Brown described a year of continued progress of the Association's work in Bootle whilst a satisfactory balance sheet was presented by Mr. G. A. McCulloch, the treasurer.

## BRIGHTON

A proposal before the Brighton Corporation to bring into force a superannuation scheme for the officials by April, 1932, was lost by four votes. Mr. H. J. Sears, first Committee Clerk to the Corporation has completed forty years in the service at Brighton.

## BURY

Under new officers the Bury Branch is showing signs of renewed vitality. At the recent well-attended meeting the Divisional Organising Secretary explained the steps that had been taken in an endeavour to persuade the Council to adopt the Whitley Council salaries and grading scheme. The meeting gave instructions to the officers to review the position with a view to applications being put before the Council for various groups of officials whose claims for revision were considered to be good.

## CAMBRIDGE

A spirit of comradeship and good fellowship—remarked upon by various speakers—was the predominant feature of the dinner of the Cambridge Branch of N.A.L.G.O., held under the patronage of the president, Mr. A. B. Ambury, at the Dorothy Cafe recently. Supporting the chairman were the Mayor, the Deputy Mayor, several aldermen and councillors and heads of departments.

## CANNOCK

There was a large attendance at the annual meeting of the branch, held in the Council Chamber on January 30. Mr. W. M. Adamson, M.P. for the Division and branch president, gave an interesting address on organisation, referring appreciatively to N.A.L.G.O. He spoke also of the need for efficiency, so that the officers could carry out their duties effectively and be ready for the further developments which were inevitable in the future. Mr. Adamson was re-elected president for a further year. Mr. W. C. Speedy, deputy clerk, was appointed chairman of the branch, Mr. J. Jackson, accountant, hon. treasurer; and Mr. J. P. Howarth, hon. secretary.

## CARDIFF

The annual dinner of the branch, held in the City Hall, on February 6, was a well-attended and most successful function. Mr. Cecil G. Brown, Town Clerk, president of the branch, presided over the assembly, which included the Lord Mayor and Lady Mayoress. The president expressed his pleasure at the presence of the Public Assistance Officers. He thought the year was a memorable one because they had come into the ranks of N.A.L.G.O. The chairman later made a presentation of a clock to Mr. F. J. G. Cornish, the chief committee clerk, who was retiring from the service of the Corporation after forty years.

## NOTICE TO CORRESPONDENTS

Organising and Branch Secretaries are requested to send "copy" to reach the Editor by March 17 for the April issue.

News of events which take place later—up to March 18—can be inserted if correspondents will send an intimation to the Editor beforehand.

"Local Government Service,"  
3 and 4 Clement's Inn, W.C.2.

## CARSHALTON

The annual dinner of the Carshalton Branch was held at the Grove Hall, Carshalton, on January 26. The guests included the Chairman of the Council, Councillor E. C. Slade-Jones, J.P., and Mrs. Slade-Jones; Mrs. A. Carpenter; Vice-Chairman, Mr. W. P. Fox, chief organising secretary of N.A.L.G.O.; and Mr. H. Slater, Divisional Organising Secretary of the Metropolitan and Eastern District; Major C. P. Lovelock, M.B.E.; and Mr. Hedley Rickards. Mr. Fox replying to the toast of the National Association, proposed by Mr. R. S. Davey, spoke of the strengthening of the Association resultant upon the fusion of the Poor Law Officers with N.A.L.G.O. Councillor Slade-Jones replied to the toast of the Council.

## CASTLEFORD

Eighty players participated in the Castleford and District Branch's successful military whist drive in the Forester's Rooms, Bank Street. After whist, light refreshments were served and the company listened with interest to an address with sketches on the blackboard, given by Mr. R. A. Easedale, A.R.I.E.A. Prizes for whist were presented by Mrs. Schofield, wife of the president of the branch, Mr. Schofield moving a vote of thanks to the social committee and Mr. Easedale for the excellent entertainment provided. The proceeds were in aid of the B. & O. Fund.

## CHELTEMHAM

At the annual general meeting of the Cheltenham Branch the following officers were appointed: Mr. F. R. Jefford, Chief Sanitary Inspector, president; Dr. D. E. Morley, Medical Officer of Health, and Mr. W. J. Bache, Borough Electrical Engineer, vice-presidents; Mr. R. J. Browning, hon. treasurer; and Mr. F. F. Yarnall, hon. secretary. The annual dinner took place at Georges Restaurant, on January 23.

## CLACTON-ON-SEA

A meeting of the Clacton-on-Sea Branch was held on January 30. The Divisional Organising Secretary, Mr. H. Slater, spoke on the question of superannuation and the work of N.A.L.G.O. Questions were asked and a discussion on the Association's activities took place.

Among the guests at the fourth annual dinner were the Chairman of the Council, Mr. H. Percy King, J.P.; Miss G. King; and the president of the Colchester Branch, Mr. R. L. H. Hiscott. The toast of N.A.L.G.O. was proposed by Mr. H. Jones, F.I.M.T.A., Chairman of the Executive Committee, to which Mr. H. Slater, representing the Association, suitably responded. Mr. W. H. Goodey proposed the toast of "The Visitors," on whose behalf Mr. R. L. H. Hiscott, Clerk to the Colchester Town Council, replied. After dinner the company adjourned to the ballroom for dancing, the arrangements being carried out by the hon. secretary, Mr. C. H. Joslin, who also acted as M.C.

## COALVILLE

The Coalville Council are again being urged to adopt a salaries scale, and the D.O.S. has been received in support of the application. The Council's attention was especially drawn to the views expressed by the Minister of Health in his last report, and it is hoped the question, which has now been a contentious one for some years, will at last be satisfactorily dealt with.

## CORNWALL

A variety entertainment given in the City Hall, Truro, by members of the Cornwall County Council Branch, in January, for the benefit of the Benevolent and Orphan Fund, realised over £7. The programme was under the direction of Mr. H. W. Abbiss and Mr. J. Hargreaves. The annual dinner of the branch was presided over by Mr. T. A. H. Sheers, Clerk of the County Council, and among the principal guests were Mr. T. R. Grylls and Mr. H. Toy, chairmen of the Finance and Staffing Committees of the County Council.

## CREWE

The annual dinner of the Crewe and District Branch was held on January 28, and was attended by the Mayor, Alderman J. Smith, J.P., M. G. Carter, Stockport, and several members of the Council. The festivities were presided over by Mr. H. Y. Stazicker, president of the branch.

## CROYDON

The Croydon Branch, on January 26, organised a special whist drive at the Queen's Road Homes in aid of the B. and O. Fund. The drive was well supported and the proceeds amounted to £20 2s. 6d.

## DERBY

Mr. D. W. Bancroft, president of the branch, Mr. W. H. Horley, hon. secretary; Mr. T. Longdon, Superintendent Relieving Officer, and the Divisional Organising Secretary, attended a meeting for nurses at the Derby Infirmary on February 2. Miss Blenkarn, Matron, was in the chair. Following an address by Mr. Davis on the work of the Association, a number of questions were asked. As a result of the meeting most of the nurses present signified their intention of joining the branch.

## DUMBARTON

The Dumbartonshire Dance, always one of the chief social events of the year in Nalگو circles, was held in Clydebank on Saturday, January 24. Before tea, whist was played, after which the prizes were distributed, and the Provost's speech was much appreciated. Mr. Cornack was an excellent chairman, and Mr. John A. Fraser distributed the prizes for golf, bowling, and badminton. Mr. Mortimer, the D.O.S., followed with an address. The dance was a jolly affair, the committee having every reason to congratulate themselves on the success of the function.



# BRANCH & DISTRICT NEWS

## EAST HAM

At a meeting of the East Ham Borough Council held on February 10, the consolidation of salaries stabilising the bonus at 70 points was effected. Negotiations have been taking place throughout the year between representatives of the Council and local branch.

## ESSEX FUNCTION

By permission of the Leyton Corporation a charity dance in aid of the N.A.L.G.O. Benevolent and Orphan Fund is being held at the Leyton Town Hall, on March 11. Applications for tickets should be addressed at an early date to the organisers, Mr. G. B. Pegge and Mr. R. Hobbins, Essex County Council Officers' Association, Union Road, Leytonstone, E.11. Prices of admission are 2s. single and 3s. 6d. double tickets.

## EXETER

The Exeter City Council Branch held a whist drive and dance at Dellers Cafe, on January 30, when over 300 people were present. The proceeds were for the Benevolent and Orphan Fund. The ballroom was tastefully decorated for the occasion and Mr. C. J. Newman, the Town Clerk, presented the prizes.

## GAINSBOROUGH

The Gainsborough officials held an informal dinner at the Town Hall, Gainsborough, on February 5. Mr. S. W. Parker, Surveyor to the Council, presided, supported by the chief officers. Congratulations were accorded to Mr. E. R. Morgan on his recent appointment as Clerk to the Council.

## GLAMORGAN

The seventeenth annual general meeting of the County Officers' Association was held recently under the chairmanship of Mr. C. B. Bright. Those present included a large proportion of the Public Assistance Staffs in the county area, who attended their first N.A.L.G.O. general meeting. After the meeting, members adjourned to the Royal Hotel, where the Clerk to the Council, Mr. H. D. Rowland, presided over the annual dinner.

## GLOUCESTER

We regret to announce the death of Mr. William Clutterbuck, at his residence, Kenmare, Furlong Road, Gloucester. For over fifty-four years Mr. Clutterbuck had been employed in the office of the Clerk of the Peace of the county, and had served under three holders of that post.

Though he had been ill for three weeks, his death will come as a surprise to many of his personal friends, and colleagues of N.A.L.G.O. He recently completed fifty years in the service of the municipality, and was due to retire at the end of June next.

## HAMMERSMITH

An enjoyable social and dance was held by the Hammersmith Branch at the Town Hall, on February 4. There was a large attendance of the staff, including the president, Mr. Hugh Royle, Town Clerk, and the Mayor and Mayoress of Hammersmith, Councillor E. H. B. Spearing and Mrs. Spearing. A programme of dancing was enjoyed with an interval for a surprise entertainment by members—the Misses Cole and Williams, Messrs. Lewis, Mason, Rigby, and Potter—of the Public Health Department. This exhibition of local talent was received with enthusiasm.

## HEYWOOD

Under the presidency of Mr. A. E. Mahon, the Heywood Branch held its quarterly meeting at the library on February 11. The occasion was of special interest, a presentation being made to Mr. Charles Maiden, the branch hon. treasurer, on behalf of the members.

## HEXHAM

A meeting for the purpose of promoting a new branch at Hexham was held in the Board Room, Beaumont Street, Hexham, on Febru-

ary 12, and was attended by a number of officers of local Urban and Rural District Councils, and of the County staff in the district. Addresses by Mr. J. B. Swinden, Divisional Organiser for the North-Eastern District, and Mr. V. Grainger, Hon. Secretary of the North-Eastern District Committee, on the objects and aims of the Association, were well received, and on the motion of Mr. A. H. Crawford, Accountant to the Hexham U.D. Council, it was resolved that a separate branch of Nalgo be formed to be known as the Hexham and District Branch.

## ILKESTON

The annual dinner of the Ilkeston Branch, held at the Town Hall, Ilkeston, was a most happy and enjoyable function. Mr. E. I. E. Williams, Town Clerk of Ilkeston, president of the branch, presided over a large attendance, which included the Mayor of Ilkeston and other members of the Council. A successful dance followed the dinner.

## IPSWICH

On February 6 the Ipswich Branch held a dinner at the Crown and Anchor Hotel, Ipswich. Mr. L. W. Greenhalgh, Clerk to the Ipswich Public Assistance Committee, presiding, supported by Sir John Ganzoni, Bart., M.P.; The Mayor of Ipswich, Mr. S. C. Grimwade; the Clerk to the East Suffolk County Council, and Mr. Cecil Oakes; the Ipswich Town Clerk.

## LINDSEY

Clerk to the County Council, Mr. Eric W. Scorer, presided at the annual dinner of the Lindsey County Council Branch, held at the Saracen's Head Hotel, Lincoln. Mr. R. A. Taylor, M.P.; Councillor J. A. Hipkin, chairman of the Public Assistance Committee; the County Medical Officer of Health and the County Surveyor were among the guests. Referring to the Departmental Committee on Qualifications, Recruitment, Training and Promotion of Local Government Officers, Mr. Taylor said he thought that in view of recent tendencies and likely future developments, those were problems which required overhauling. In the future recruitment and promotion in the service should depend entirely on the merits of the individual.

## LEICESTER

At the annual dinner and dance of the Leicester City Branch, Mr. A. T. Gooseman, City Engineer and Surveyor, presided, the guests including the Lord Mayor and members of the City Council. The arrangements were in the hands of Mr. J. Eckersley, who was assisted by several colleagues. The Leicestershire County Officers held their annual dinner and dance at the County Rooms, Leicester, on January 14. Dr. J. A. Fairer, County Medical Officer of Health, presiding at the dinner.

## LINCOLN

The ninth annual dinner of the Lincoln Branch was held on January 21, when Dr. M. L. Bery, the president, presided. The Mayor, Councillor C. H. Doughty; the Sheriff, Mr. G. Wright; together with members of the City Council; and Mr. W. W. Armitage, N.E.C. of Sheffield, were among those entertained.

## LONDON

A meeting of the London District Council was held at the County Hall, Westminster Bridge, S.E.1, on February 13. The following N.A.L.G.O. members were appointed: hon. treasurer, C. E. M. Powning (Hampstead); hon. auditor, E. E. Irons (Hackney); hon. secretary, W. C. W. Roworth (St. Pancras). Of the eight members appointed on the General Purposes Committee from the staff side six were members of the N.A.L.G.O., and Mr. W. G. Auger was appointed a representative on the Standing Conference of Joint Councils for Local Authorities, Administrative, Technical and Clerical Services. The hon. treasurer presented the financial statement for the year ending December 31, 1930, which was adopted.

## MANCHESTER

"Municipal Melange" was the subtle title given to an entertaining performance by the Manchester Branch of N.A.L.G.O. recently for the purpose of aiding the Benevolent and Orphan Fund, "success" epitomising the whole entertainment. The cast was drawn exclusively from members of the local government service, and all acquitted themselves with distinction. The opening chorus prepared the way for many good things which followed, the three one-act plays finding general favour. "Thread of Gold" had the dramatic touch, while Pinero's "Playgoers" was full of humour, which was maintained almost throughout the entire programme. Those among the performers who, it was generally agreed, distinguished themselves were Mr. A. W. James and Miss M. Perkin. Full share of credit goes to Mr. S. Harrower, producer, and the Misses Holiday, trainers of the dancing. Mr. T. M. Kershaw, chairman of the committee, contributed largely to the effectiveness of the show.

## MONMOUTH

A well-attended meeting was held recently at the King's Head Hotel, Newport, when the president, Mr. V. G. Jones, occupied the chair. It was reported that as a result of the influx of public assistance officers in the county, the branch had considerably increased its membership and it had become necessary to form four sub-branches at Newport, Tredegar, Pontypool, and Chepstow. The new arrangements and necessary alterations to rules were agreed to.

## MONYHULL COLONY

A successful whist drive and dance was held at Monyhull Colony, Birmingham, in aid of the Benevolent and Orphan Fund. Mrs. McCutcheon presented the prizes, and Mr. Williams, the head attendant, acted as M.C. During the evening, Dr. McCutcheon, the Medical Superintendent, extended a welcome to those present, and spoke in appreciation of the objects of the fund.

## NEATH

The Neath Corporation Branch of the N.A.L.G.O. held its seventh annual whist drive and dance at the Gwyn Hall, Neath, Councillor and Mrs. Challacombe, the Mayor and Mayoress of Neath, and several Councillors and Council heads of departments were among those present. The M.C.'s for the whist were Messrs. J. M. Morris and L. J. Thomas, and for the dance, Mr. Ivor G. Trick, the Mayor presenting the prizes to the winners at the whist drive. The proceeds were in aid of the Mayor's Fund and the N.A.L.G.O. Benevolent Fund.

## NEWCASTLE-ON-TYNE

A whist drive, arranged by the Newcastle-on-Tyne Branch, was held in the Tea Room, Town Hall, Newcastle, on Thursday, February 12, the proceeds being for the B. & O. Fund.

## NORTH-EASTERN DISTRICT

The quarterly meeting of the North Eastern District Committee was held in the Town Hall, South Shields, on Saturday, February 14, under the chairmanship of Mr. J. H. Stone, over fifty delegates being present. His Worship the Mayor of South Shields, Alderman C. A. Henderson, J.P., and Mr. J. Bridge, Borough Treasurer, president of the South Shields Branch, welcomed the delegates.

## NORTHUMBERLAND

The first annual dance promoted by the Sports Committee of the Northumberland Branch was held on January 29, and a large gathering of the staff and friends passed a most enjoyable evening. The committee has also initiated a staff dramatic society, and it is proposed to stage a play in April. The play selected is the thriller *In the Next Room*, by Eleanor Robson and Harriet Ford. The society's initial effort should be attended with success, quite a fund of hidden talent having been found, and, in addition, the society has been fortunate in securing the services of Mr. W. M. Dierick, a capable producer well known in local amateur circles.



# BRANCH & DISTRICT NEWS

## NOTTS

The question of salaries has been before the Notts County Council and a motion to reduce salaries of £500 and over by 10 per cent. and under £500 by 5 per cent. was discussed. This motion was considered by the local branch, and a meeting of the official staff held. A communication has been forwarded to the chairman of the Salaries and Establishment Committee, the Chairman of the Council and the Clerk of the Council, setting forward the staff view.

## OLDHAM

Alderman Tupman, of the Oldham Corporation, paid a high tribute to the zeal and efficiency of Oldham Corporation employees at the annual dinner of the local branch of Nalgo, which was held in the Greenacres Co-operative Hall, and was presided over by Mr. G. Keast, J.P. Referring to the numerical strength of the branch, he said a membership of 372 out of 469 officers in the Corporation's service spoke well for their recruiting efforts. Dinner was followed by the annual business meeting at which a satisfactory report was adopted.

## PONTYPRIDD

Led by Mr. J. E. N. Davies, the Divisional Organising Secretary, a deputation from the Pontypridd Branch of N.A.L.G.O. waited upon the District Council with a view to securing representation on the Council's Staffing Committee. Mr. Davies, Mr. Clayton (Rates Department), and Mr. T. John addressed the members in support of the officers' case. The application was refused.

## PETERBOROUGH

A general meeting of members, which was attended by the D.O.S., recently considered salary scales and the position regarding superannuation. The salaries at present paid are in many cases considered unsatisfactory, and it was decided that the question should be dealt with as soon as practicable.

## PRESTON

The following is a resolution passed by the Preston Branch at a meeting held on January 26: "This branch desires to congratulate the Town Clerk on the high honour of Knighthood conferred upon him by His Majesty the King, and hereby record its deep sense of appreciation of the services rendered to this organisation by Sir Alfred and Lady Howarth, and prays that they may both be spared for many years to enjoy the distinctive honour conferred upon them."

## PRUDHOE HALL COLONY

The first dance and whist drive, in aid of the B. and O. Fund, was held at Prudhoe Hall Colony on Wednesday, February 18, when a most enjoyable evening was spent.

## SALOP

Nearly 350 people attended the annual whist drive, supper and dance of the branch, held in Morris's Ballroom on Wednesday, February 4, the heads of departments being among those present. Mrs. Pendlebury, wife of the president, presented the prizes. A bouquet was handed to Mrs. Pendlebury by Miss Jones. Mr. S. B. Cornes was M.C. It is hoped that as a result of the effort over £30 will be realised for the Benevolent and Orphan Fund.

## SKEGNESS

The D.O.S. attended a meeting of members at the Council offices on January 22, and discussed the general activities of the Association. Mr. T. E. Hirst, Accountant to the Council and president of the branch, was in the chair. Mr. Davis drew special attention to the benefits of the Provident Society, and urged officers to become members.

## SOUTHEND-ON-SEA

The annual dinner and dance of the Southend-on-Sea Branch, held at Garon's Banqueting Hall, on January 29, was presided over by the president, Mr. R. H. Dyer, Borough Engineer. There were over 200 members and friends present, including the Mayor and Mayoress of Southend-on-Sea, members of the General Purposes Committee of the Council and Mr. F. Marsden, one of the vice-

presidents of the association. The Mayor, Mr. Alderman A. Martin, proposed the toast of "N.A.L.G.O." which was responded to by Mr. Marsden.

## TORQUAY AND PAIGNTON

Paignton officials have received with regret the news of the death of a former president, Mr. C. Owen Baines, for many years surveyor to the Paignton U.D.C. Mr. Baines was fifty-six years of age and resigned office in October, 1929. He was a steward for the Widows and Orphans Fund of the Municipal and County Engineers, and was held in high esteem by his municipal colleagues.

## WALLASEY

Success was the keynote of the eleventh annual dance of the Wallasey Branch of N.A.L.G.O., held at the Town Hall. The function was in aid of the Benevolent Fund and was attended by more than 200 people. Prior to the dance a reception was held by the Mayor and Mayoress, Alderman and Mrs. J. Hughes. The M.C. was Mr. C. R. Pappin, who was admirably assisted by a number of stewards. The dance committee was under the chairmanship of Mr. E. Buerner and Mr. D. Beattie.

## SOUTHPORT

The annual dinner of the Southport Branch was held in the beautiful surroundings of the Victoria Hotel, Southport, and was attended by the Mayor and other members of the Corporation. It could not have been otherwise than a most successful affair. The dinner was followed by a musical programme, the younger people enjoying two hours dancing.

## STALYBRIDGE

The Stalybridge Branch held its first annual dinner on January 14, entertaining the Mayor, Alderman G. L. Flint, well known for his opposition to local girls being sent to work in Army canteens, chairman and secretaries of neighbouring branches, Mr. L. Hill, the General Secretary, and The Divisional Organising Secretary.

## STAFFORDSHIRE

The eighth annual dinner of the branch was held at the Swan Hotel, Stafford, in January, Mr. J. M. Hotchkiss, Chief Agricultural Officer, presiding over a large attendance.

## STOKE NEWINGTON

An enjoyable evening was spent on January 28 at the Library Hall by members and friends of the Stoke Newington Municipal Officers' Association, dancing in the large hall and whist drive in an adjoining room completing the programme. The president, Mr. E. Bedford, F.S.A.A., F.I.M.T.A., Borough Treasurer, and Mrs. Bedford welcomed the guests, among whom were the Mayor and Mayoress, Councillor Sir H. J. Ormond, J.P., and Mrs. Jasper White; Councillors A. J. Treadwell and Mrs. Treadwell, C. F. Helliar and Mrs. Helliar; R. Struthers, P. R. Crane, A. T. Davis, and Mrs. Smith, Mrs. Evans, wife of Mr. Emrys Evans, the Town Clerk, and the principal officers. The Mayoress distributed the prizes and the Mayor added a few words of appreciation of the work of the staff.

## STOKE-ON-TRENT

The annual New Year's dance of the Stoke-on-Trent Branch, organised in aid of the Benevolent and Orphan Fund, was again attended by success. There were 1,400 dancers, and the King's Hall was artistically decorated for the occasion. The Lord Mayor and Lady Mayoress, Mr. and Mrs. J. H. Colclough, were present, the Lady Mayoress presenting the prizes. The Chairman of the branch, Dr. A. Witherspoon, was accompanied by Mrs. Witherspoon, and others present included Aldermen W. T. Leeson; Mr. H. Taylor, Deputy Town Clerk; and Mr. T. W. Poole, hon. secretary. For several years the Stoke-on-Trent annual dance has been a striking social success, and has resulted in a handsome contribution to the Association's Benevolent and Orphan Fund. The fund is indebted to the officers who were responsible for the function.

## MOVEMENTS OF MEMBERS

The D.O.S. of the West Midland Area notifies the following changes among members in his area of jurisdiction: Mr. W. H. Elliott, Bucks County, to Warrington; Mr. F. Smith, late of Nelson, as Collector and Chief Cashier at Beckenham; Mr. Craven, Bedford, to Accrington Council as Inspector of Weights and Measures; Mr. R. Wyllie and Mr. A. Smith, of Nelson, to Bury and Barrow respectively; Mr. L. S. Barlow, of Blackpool, to the Lowestoft Gas Company, and Mr. J. N. Wilkinson, of Rochdale, to Skegness U.D.C. as Assistant Surveyor.

\* \* \*

Movements of members in the Metropolitan area as recorded by the D.O.S. are: Mr. A. S. Astle, from Southend to Accountant's Department at East Barnet Valley; Mr. R. H. C. Woodhouse, Bromley R.D.C., to Guildford as Assistant Engineer; Mr. A. M. Coggan, Ipswich, to Norwich; and Mr. A. L. Kenney of Ipswich, as Clerk under the Leicester C.B.; Mr. N. Green-shields of Bedford has transferred to Stoke-on-Trent; Mr. D. H. Purcell of Bedford has secured an appointment under the Luton B.C.; Mr. Goddard has left Bedford for St. Albans, where he has been appointed Sanitary Inspector; Mr. W. J. L. Hill, Woolwich, has gone to Willesden U.D.C.; Mr. D. A. Edwards, Woodford, appointed to Bromley B.C.; and Mr. A. Edwards, also of Woodford, has been appointed Costing Clerk at Edmonton.

\* \* \*

The following movements are reported from the North-Western District: Mr. J. S. Lawrence, of Newport, Mon., to the Public Assistance Department at Bournemouth; Mr. H. Bruce Smith, Warwick, to Finchley; Mr. P. C. Lochter, Lincoln, to a post in the Surveyor's Department, Warwick; Mr. A. J. Masi, Newport, Mon., as Sanitary Inspector under the authority at Todmorden; Mr. S. H. Critchley, Wolverhampton, to Stafford C.C. as audit clerk; Mr. J. R. Loomes, Northampton, to Kent C.C., and Mr. J. C. Kenyon, Swadincote, who has gone to Halifax as engineering assistant.

\* \* \*

The many changes in the South-Eastern, Southern and South-Western District areas include the following: Mr. D. J. Mortimore, Hastings, to Bournemouth; Mr. C. L. Sinclair, Southampton, Bath Superintendent at Bury; Mr. W. M. Houston, Oxted, to Carmarthen C.C. as engineer's assistant; Mr. Fry and Mr. Parfit, of Bath, to Barking and Gravesend respectively; Mrs. E. Arnold, Thornbury, to the P.A. Institution at Faversham; Mr. A. R. Dixon, of Hove, to Doncaster C.C. as audit clerk.

Mr. H. Creegan leaves Hove to take up a position as Housing Manager under the Northampton C.C.; Mr. E. J. Sewell, of Wilts C.C., appointed to Kent C.C.; Mr. W. H. Elliott, Bucks C.C., as Master's Clerk at Whitcross Institution, Warrington; Mr. H. F. Lewis, Cheltenham, appointed to W. Midlands Joint Electricity Authority, Wolverhampton; Mr. P. K. Read, Weymouth and Portland, and Mr. N. Brown of the same authority, to Hove and Kingston-upon-Thames respectively; Mr. J. G. Goodall, Brighton, as engineering assistant with the Suffolk C.C.

## WEALDSTONE

The Wealdstone U.D.C. have adopted the Local Government and Other Officers' Superannuation Act as from October 1, 1930.

## WOLVERHAMPTON

The annual meeting of the Wolverhampton Branch was held on January 12, Mr. E. E. King, Deputy Town Clerk, presiding. There was a large attendance, which included many transferred public assistance officers. The annual report indicated a large increase in membership.



## SUPERANNUATION

By THE LEGAL SECRETARY

### Service Reckoned in Case of Transfer

An officer was in the service of Authority "A" from November 26, 1924, to October 31, 1926, and in the service of Authority "B" from November 1, 1926, to April 10, 1929. During each of those periods he held a designated post and contributed under the Local Government and Other Officers' Superannuation Act, 1922. From April 11, 1929, to December 31, 1930, he was in the service of Authority "C," who had not adopted the Superannuation Act. On January 1, 1931, he transferred to Authority "D" to a post which had been designated for the purposes of the Superannuation Act at a date prior to April 11, 1929. On

**S**INCE last month there has been nothing but alarming rumours of impending reductions in salaries, but so far they have come to nothing. These rumours, do, however, make negotiations on salary questions more than usually difficult. At the moment we have applications for graded scales in Glasgow, Dundee, Motherwell, and Wishaw, Clydebank, Hamilton, and a few smaller places under consideration. That of Hamilton, where the Council has decided not to institute general scales meantime, is the only one disposed of.

Though there is everywhere a general atmosphere of pessimism, we are pleased to hear that in some quarters officials who have been busily employed bringing the new legislation into operation are beginning to see their way out of the wood. Within the last week at least two officials who have been bearing the burden and heat of the day, have told me that they are now of opinion that the new machine can be made to work smoothly.

The big work during the last few days has been the gathering together of questions of difficulty to be put to counsel. Sir Lynden Macassey's opinion published

in last issue covers many of the points which we are putting to Scottish counsel, and we should be surprised indeed if the opinion we obtain is in any essential point different from that given by our eminent English counsel. The compensation provisions of the Scottish Act are essentially the same as those of the English Act, though there are slight differences in the phraseology. There is, however, one important point affecting many of our Scottish officials with which Sir Lynden's opinion does not deal, and that has reference to the compensation awarded under the Rating (Scotland) Act, 1926, to Collectors of the Parish Rates whose offices were abolished by virtue of the Act. The question at issue is whether those officials are entitled to continue to receive their compensation if they have been

(Continued on page 75)



ST. SALVATOR'S HALL, ST. ANDREWS

leaving Authorities "A" and "B," his superannuation contributions were returned to him.

The Branch of which the officer was a member asked the Association how much he would have to pay to Authority "D" for all his service prior to January 1, 1931, to count for superannuation—that under Authorities "A" and "B" as contributing service and the remainder as non-contributing service.

The Branch has been informed that by Sec. 8 (2) of the Act where an officer transfers from the service of a Local Authority who have not adopted the Act to the service of a Local Authority who have adopted the Act, he shall, if he pays in lieu of transfer value a sum to be ascertained in accordance with the Transfer Value Rules, be entitled to reckon service with the first-mentioned Authority; but that he would not be entitled to reckon service with any other Authority under whom he had previously served, and that in this particular case, as the post which the officer obtained under Authority "D" had been designated as an established post before the date when he entered the service of Authority "C," his service under

the latter Authority could be reckoned as contributing service on his paying a sum in lieu of transfer value as provided by the Rules.

The Branch was surprised to learn that none of the member's service prior to entering the service of Authority "C" can be reckoned either as contributing or non-contributing service, and its members suggested that attention should be called to the position in the LOCAL GOVERNMENT SERVICE.

One of the provisions which the Association has asked the Ministry of Health to include in the proposed General Superannuation Bill, provides that where an officer or servant before the appointed day had transferred from the service of a Local Authority who had not adopted the Act of 1922 to the service of a Local Authority who had adopted that Act, all service of such officer or servant with any Local Authority previous to such transfer, whether such service was contributing or non-contributing service shall, subject as hereinafter provided, be reckoned as non-contributing service. Provided that if such officer or servant repays to a Local Authority with whom his service was contributing service, the amount of the contributions returned to him by that Authority, that Authority shall pay to the Local Authority to whose service such officer or servant has last transferred a transfer value ascer-

tained in accordance with rules made by the Minister and the service in respect of which such transfer value has been paid shall be reckoned as contributing service.

### Emoluments: Poor Law Officers' Superannuation Act, 1896

A communication has been received from the Ministry of Health stating that the Minister is advised that the fees received and retained for his own use by a Clerk to the Guardians as Returning Officer at elections of Guardians are emoluments of the office for the purposes of the Poor Law Officers' Superannuation Act, 1896.

TURN TO PAGE 68 for Rules for the  
**PRIZE ESSAY**  
in connection with the  
**SUMMER SCHOOL**



## SCOTTISH NEWS

(Continued from page 74)

appointed to new offices by County Councils or Town Councils at a higher rate of salary than that which they received in 1926. On the one hand, it is contended that the provisions of Section 120 (7) of the Local Government (Scotland) Act, 1889, as applied, debars them from receiving payment, while on the other hand, the opinion is advanced that they are only debarred if the County Council or Town Council has appointed them in its capacity as Rating Authority.

There are several minor points not covered by Sir Lynden Macassey's opinion on which we are asking the guidance of counsel. For instance, two or three County Councils have removed their headquarters from one town to another, and the transferred staffs have in consequence to bear the expense of travelling and subsistence. The question arises whether the officials are entitled to claim under the Act for repayment of the monetary loss thus sustained.

### SUMMER SCHOOL

The arrangements for the Summer School to be held in St. Andrews for the week beginning July 11 are now well advanced, and on another page will be found some details of the school and of what attractions St. Andrews can offer to its visitors.

### BRANCH ITEMS AND MEETINGS

The Dundee Branch has nominated Mr. A. M. Imrie, its chairman, for the National Executive Council. The branch intends to pay the expenses of one or two young members attending the summer school. Fifeshire Branch was pleased to learn that the County Council had remitted its letter regarding the establishment of a superannuation scheme to a sub-committee with the view of obtaining an actuarial report. In Dumbartonshire Branch the D.O.S. has been urging the grading of the Public Assistance staff and he has been in communication with the Town Clerk of Helensburgh, the Town Council now being of a mind to adopt a superannuation scheme.

The Ayrshire annual meeting was held at Kilmarnock on January 21, when Mr. John Davis presided over a fair attendance. The report and treasurer's financial statement were satisfactory. The D.O.S. was present and spoke of the work of the Association. All the office-bearers were re-elected. The Stirlingshire annual meeting was held at Stirling on February 6 when the president of the branch, Mr. Alex Morrison, Town Clerk of Bridge of Allan, occupied the chair. The secretary reported an increased membership of twelve, and the treasurer's statement was satisfactory. The chairman gave an address, and the D.O.S. spoke and answered questions with regard to compensation. Mr. W. S. Hunter was appointed secretary in place of Mr. Lawrie. The retiring office-bearers were thanked for their services.

# EDINBURGH

**H** E had ordered a plain tea and the table looked like a prize stall in the bakers' exhibition. "Would ye no' like a boiled egg?" asked the girl softly.

When I read these lines I thought of the rich treat in store for all who, next Whitsuntide, will visit Scotland for the first time. A Scotch tea is a feast for the gods, and in Princes Street, Edinburgh, you can have a bounteous spread in any one of a dozen first-class pastry-cooks. What a paradise is the "finest street in the kingdom," but let me borrow a fine description of Auld Reekie as a whole from H. V. Morton's book, *In Search of Scotland*, which I recommend to every

**A** SCOTCH welcome is touching in its enthusiasm, and I am assured that the Edinburgh Conference is to be "the greatest ever." I have looked up the guide book and noted places I must see, if I am lucky enough to be appointed a delegate. Edinburgh and its environs have many treasures, artistic and historic.

I assume the golf competition will be held as usual and the "golfers" should pay a pilgrimage to the Mercat Cross in the old part of Edinburgh. The present cross was erected by W. E. Gladstone on the site of another which, in ancient times, was the centre point of Edinburgh's street life.



THE CASTLE, EDINBURGH

prospective delegate; especially those who intend to go by road.

"Edinburgh is obviously regal. She is plainly a Capital, which is openly reviled, and secretly admired, by all provinces. Her exclusiveness is the exclusiveness of the aristocrat who has tried out most things and knows exactly what she does not wish to do. Such snobberies as she may possess—and which city does not possess them?—have little to do with money. It would be, I feel, more difficult for a man of no quality to buy himself into Edinburgh than into any other city, with possibly the exception of Dublin."

**HOSPITAL MATRON HONOURED.**—Miss Myra A. Bushnell, Matron of the Wrexham Joint Fever Hospital and a member of the Nalگو for twenty years, was the recipient of congratulations upon her inclusion in the New Year Honours' List. Miss Bushnell, who was honoured with the M.B.E. for civil services rendered, is a native of Oxford, and commenced her training at the Royal Infirmary, Newcastle-on-Tyne.

**SUPERANNUATION.**—The Thetford Corporation has, with the approval of the Ministry of Health, adopted the Superannuation Act, 1922.

"Round the Cross," says Mr. Morton, "the caddie first enters history. The caddies or cawdies of old Edinburgh were a peculiar institution. They hung about the Cross in the hope of attaching themselves to bewildered strangers, and anyone who has spent a day wandering through the rabbit warren of Old Edinburgh will realise that in times before a police force or a street directory Edinburgh must have been one of the mysteries of Europe."

"The caddies were a wild, villainous-looking species of street lounge; but they had a remarkable code of honour, rather like the secret society of Berbers who form the servant class in Cairo. They were a community within a community. They paid deference to a Chief Caddie, who imposed fines and punishments if any of his band committed an offence. They had also a common fund out of which any traveller who happened to strike a thieving caddie was reimbursed."

"They knew everything about Edinburgh. Every scrap of gossip found its way immediately to the caddies. They knew every address in the city. They knew the haunts of every citizen, and when one attached himself to you he would in a few hours know more about you than you knew about yourself."

"How did the caddie associate himself with the golf course? I do not know whether the literature of golf provides a definite answer. I have certainly been unable to find one."

"It seems fairly obvious that the caddie, the general handy-man of his time, would naturally hire himself to carry a man's clubs round the course. Golf was played in Edinburgh in 1457."



## NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

### HEADQUARTERS:

24 ABINGDON STREET, WESTMINSTER,  
S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "B. & O.," "Provident," etc.

Telephone: Victoria 6056 (3 lines).

Telegrams: Natassoc, Parl., London.

## HEADQUARTERS NOTICES

### EDINBURGH CONFERENCE—1931

#### DRAFT DAILY PROGRAMME

FRIDAY, MAY 22.—10 a.m., annual golf competition and tennis tournament; 2.30 p.m., annual bowling match; 7.30 p.m., reception by the Lord Provost of Edinburgh.

SATURDAY, MAY 23.—9.30 a.m., opening of conference; 12.45 p.m., conference photograph; 2.30 p.m., resumption of conference; 4.30 p.m., annual meeting of the N.A.L.G.O. Provident Society, National Executive Council Meeting at the Caledonian Hotel.

SUNDAY, MAY 24.—9.15 a.m., procession to divine service at St. Giles Cathedral. Afternoon trips.

MONDAY, MAY 25.—9.30 a.m., resumption of conference; 12.30 p.m., adjournment of conference; 12.45 p.m., lunch given by National Executive Council to Local Conference Council; 2.30 p.m., resumption of conference.

TUESDAY, MAY 26.—Tours to Loch Lomond and or Loch Earn; Masonic function.

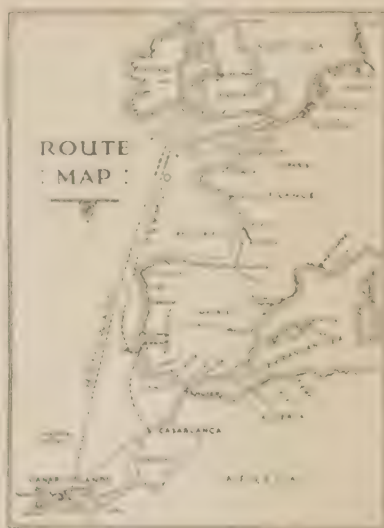
#### DATES TO REMEMBER

- Mar. 1. Return (Form Ct) of names and addresses of representatives to Conference to be received at N.A.L.G.O. headquarters by 5 p.m. Nominations for election of N.E.C. (Form EL1) to be received at N.A.L.G.O. headquarters by 5 p.m.
- Mar. 15. Motions for Conference to be received at Headquarters by 5 p.m.
- Mar. 15. Nominees for Election of N.E.C. may withdraw up to 5 p.m. on this date.
- Mar. 20. Committees of the N.E.C.
- Mar. 21. National Executive Council Meeting.
- Mar. 30. Last day for applying for admission to N.A.L.G.O. Examinations in May.
- Apr. 1. Journal will contain Conference Agenda.
- Apr. 1. Report of the N.E.C. to be issued, with Agenda, to representatives.
- Apr. 15. Amendments to motions in Conference Agenda to be received at Headquarters by 5 p.m.
- Apr. 15. Voting Papers for N.E.C. to be in hands of Branch Secretaries.
- Apr. 23. Voting Papers for N.E.C. to be in hands of members.
- May 1. Voting Papers for N.E.C. to be in hands of District Committee Secretaries by this date.
- May 1. Journal will contain amendments to motions in Conference Agenda.
- May 2. Counting of votes for N.E.C. commences in each district.
- May 8. Conference Agenda (containing motions and amendments thereto) and list of representatives to be sent to representatives.
- May 8. Branches desiring to divide voting strength at Conference to notify Headquarters.
- May 24. First day of Conference Proceedings.
- May 25. Second day of Conference Proceedings.

## NALGO CRUISE, 1931

The thirteenth annual sea cruise arranged by the Association will commence on July 25, when the s.s. *Avoceta* leaves Liverpool for a twenty-two days' cruise. Over one hundred members of N.A.L.G.O. and their friends will enjoy a one-class cruise without change of steamer, in accordance with the following itinerary: July 25, leave Liverpool; July 29, 30, Lisbon; August 1, 2, Casablanca; August 5, Las Palmas; August 6, Las Palmas; August 7, Orotava; August 8, due Santa Cruz; August 9, Las Palmas; August 16, due back Liverpool.

The itinerary is shown more graphically by the route map on this page. The steamer is thoroughly up-to-date, and games and entertainments will be organised during the time spent on board. There is ample opportunity for shore visits. Excursions will be organised (optional and extra) at practically every port of call. The cost of £25 is inclusive of all meals and gratuities on board. Further details and booking form, which should be completed and returned without delay, can be obtained from branch secretaries, or from the General Secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1.



## EVENTS OF THE MONTH

- Mar. 5. Annual Dinner, Institute of Transport, Connaught Rooms, London.
- Mar. 6. Royal Sanitary Institute Inspection of Housing and meeting at Swansea.
- Mar. 6. Institute of Public Administration. Mr. Arthur Collins on *American Government Research Bureaux*, Pinoli's Restaurant, Wardour Street, 1.15 p.m.
- Mar. 11. Royal Sanitary Institute Inspection of Town Hall and Baths, Chiswick.
- Mar. 11. Surveyors' Institute, London. Mr. G. Lovegrove, "Amendment of the London Building Act."
- Mar. 11. Institute Structural Engineers' meeting at Upper Belgrave Street, London, S.W., 6.30 p.m.
- Mar. 11. Liverpool Architectural Society. Mr. G. N. Task, Surveyor, Herefordshire, on *Bridges*.
- Mar. 20 and 21. Royal Sanitary Institute meetings, at Liverpool.
- Mar. 21. Inst. Mechanical and Civil Engineers meetings, S.W. District, Exmouth; Yorkshire and N.W. District, Manchester.
- Mar. 27. Institute Structural Engineers (Western Counties Branch) Merchant Venturers' College, Bristol. 7.30 p.m. Subject, *Testing and Materials*, Mr. W. E. Francis.
- Mar. 28. Inst. Mechanical and Civil Engineers Meeting, S.E. District, Guildford.

## COST OF LIVING BONUS

THE Civil Service cost of living bonus to day applies under relatively few local authorities owing to the gradual adoption of stabilised rates of pay during the last few years. Those still in receipt of bonus have benefited by the concession granted by the Treasury since September 1, 1929, whereby the bonus paid has been related to a figure 5 points above the actual average.

The Chancellor of the Exchequer recently informed a deputation from the staff side of the Civil Service National Whitley Council that as from March 1, 1931, this concession would be discontinued and the bonus would be calculated in accordance with the actual average. The index figures for the past six months give an average of 55. The bonus from September 1, 1930, was related to a figure of 65 so there will be a reduction from March 1, 1931, of 2/26ths from the standard bonus which was calculated on 130 points. A short explanation of the Civil Service cost-of-living bonus scheme appears on page 32 of the Nalگو Diary for 1931. Ready Reckoners in connection with the bonus may be obtained from H.M. Stationery Office, price 2d. each.

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: September, 57; October, 56; November, 57; December, 55; January, 53; February, 52.

The percentage increases in each of the five groups on which the Index Figure is based are as follows:

	DEC.	JAN.	FEB.
Food .. ..	41	38	36
Rent .. ..	54	54	54
Clothing ..	105	105	105
Fuel and Light	75	75	85
Other Items	75	75	75

In regard to rent, the statistics of the Ministry of Labour take into account de-controlled rents of working-class dwellings.

## WHITLEY COUNCIL

An important meeting of the Lancashire and Cheshire Whitley Councils Intermediate Grades Joint Committee was held on February 3 when further consideration was given to the question of salaries, wages, and general conditions of employment of all transferred officers. The meeting had before it a statement showing the salaries, wages, and conditions of employment of employees in hospitals and institutions controlled by Lancashire and Cheshire local authorities. A preliminary review of the position was made and after discussion resolutions were agreed. The Joint Committee is to appoint two sub-committees, one to deal with the question of remuneration (including emoluments and grading) and the other to deal with the general conditions of service, such as holidays, superannuation, sick payments, etc.

## NOTE TO CORRESPONDENTS

Organising and Branch Secretaries are requested to send "copy" to reach the Editor by March 17 for the April issue.

News of local interest taken from a letter by March 17 can be included at discretion and will not be returned to the Editor unless requested.

Local Government Service  
and a Council's Int. W.C.



# LOCAL GOVERNMENT SERVICE

Editorial and Advertisement Offices,  
3 and 4 Clement's Inn, Strand, London,  
W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited, and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

MARCH

1931

## PRINCIPAL CONTENTS

	Page
Grandfather Returns Home ..	63-64
National Executive Council ..	65-67
Croyde Bay Holiday Camp ..	68-69
Honorary Freedom of Hampstead ..	70
Branch and District News ..	71-73
Scottish News ..	74
Superannuation ..	74
Edinburgh ..	75
Headquarters Notices ..	76
Notes of the Month ..	77
Women in the Service ..	78
Nalگو Summer Schools ..	79
Nalگو Before the Departmental Committee ..	80
Odds and Ends and Musings ..	82
The Bookshelf ..	84

## NOTES OF THE MONTH

### WE GROW STRONGER

ONCE more we announce a magnificent increase in the membership of the National Association of Local Government Officers. Official membership for the year 1930—that is, the summary sheet membership—makes the splendid total of 60,983. Of this number 54,408 were returned on the summary sheets from the branches and 6,575 were transferred by the fusion of the Poor Law Officers' Association with N.A.L.G.O. The membership for the previous year was 49,040. The system of organisation provides for a quarterly return from the branches with indications of changes in

their membership during the three months preceding. The first series, which came in on January 31, showed a membership at that date of 62,264. On that figure the vote for the election of the National Executive Council and representation at the Edinburgh Conference will be based.

Since the conclusion of the war the membership of N.A.L.G.O. has increased steadily. In 1918, when the Association was re-organised so that it should be prepared for the changes which, it was foreseen, were bound to arise with the return of Peace, the membership of N.A.L.G.O. was thoroughly examined. After the purge it stood at 18,648, and the number of branches was 102. To-day the active membership stands at over 62,000, organised in approximately 480 branches. Its numbers have now assumed first-class importance, and we are informed that the Departmental Committee on Recruitment and Training, which has just received the Association's evidence, was impressed with the size and ramifications of N.A.L.G.O. It is the premier organisation of local government officers and its present position cannot be attributed to accident of circumstance, but to the result of a belief in organisation amongst local government officers, an unassailable policy, and a thorough knowledge of the technique of organisation. Credit must be distributed, therefore, over a large number of voluntary workers who compose the branch executives and serve as officers of branches and on the district committees. The expansion is not confined to any one section of the Association—each of its ancillary activities was extended during 1930. The Nalگو Provident Society has beaten its earlier record of new members made in a single year, while the Benevolent and Orphan Fund has also made wonderful strides. The annual report of the National Executive Council to be presented to the Edinburgh Conference bids fair to be a most convincing account of work accomplished.

### BEWARE! ECONOMY?

IN a previous issue attention was drawn to a possible development which may end in a vigorous campaign for the reduction of the salaries of public officers. It would be unwise to sound the alarm too forcibly and equally unsound to ignore which way the critical straw is blowing at the moment. The serious statement on national finance made by the Chancellor of the Exchequer in the House of Commons on February 11, and his suggestion that the members of the Cabinet would set an example by accepting a reduction of their salaries, will be interpreted by many local authorities as an official hint to cut down expenditure on salaries and wages. That course would be a most unfair interpretation of Mr. Snowden's warning. Any attempt to make percentage reductions in the salaries of local government officers must be resisted, and mainly on two grounds.

First, it would be manifestly unjust to reduce the incomes of men and women who carry immense burdens of work as a result of Parliamentary legislation; and, secondly, all-round reduction would pay no regard to the inequity of reducing the salaries of persons who are inadequately remunerated. During industrial and national strain public servants have to undertake extra duties officially and most of the voluntary relief work also falls upon their shoulders. To reward this national service by cutting down salaries and wages is a bad and futile form of economy. Let it be admitted that the industrial position is alarming and that active and positive steps must be taken before commercial prosperity can be restored. Nevertheless, would it not be contrary to first principles if the dividends and wages paid by a flourishing company were cut down on the plea that a factory, foundry, or a shipyard in the next town was without orders on its books.

We cannot forget that whatever thought and attention we obtain as public officers becomes vocable only during trade depression. There is yet to be recorded the first campaign organised by representatives of industry for increased remuneration for public officers in a period when industry and commerce is flourishing. Our members should be alert. Watch this movement and inform headquarters and the organising staff immediately there is indication of an attack.

### HOLIDAYS

**H**URRAH, for a Nalگو holiday! Elsewhere in this issue particulars will be found of the Croyde Bay Holiday Camp, which this year should have its resources strained to the uttermost by members of the Association, their relatives and friends. The acquisition of an up-to-date camp in a delightful situation marks an important step in N.A.L.G.O.'s ever-extending list of activities. The primary object of the N.E.C. was to provide facilities for members of the organisation who cannot afford an expensive holiday and to proffer for their acceptance the very best facilities for a healthy and enjoyable time at moderate charges. One especially congenial aspect of the camp will be liberty. Most local government officers are compelled to pay attention to rule and formality in dress and behaviour. There could be nothing more refreshing than a holiday which will allow for relaxation from the heavy formalities which are probably far more hampering than necessary.

Croyde Bay Holiday Camp is one of the most charming spots in the British Isles. The district has excellent records for sunshine and warmth, but even those gifts of Nature need additions of policy! In that sphere the object of the Association will be to run the camp on lines that are equal to N.A.L.G.O.'s standard in every other direction. The best possible value will be given in return for the members' support.



# WOMEN IN THE SERVICE

## Management of Housing Estates

IN the January issue of *LOCAL GOVERNMENT SERVICE* Mr. Parker Morris referred at length to the worth of the work which can be performed by competent women acting as managers of municipal housing estates. That the subject is canvassed widely is shown by the many letters received by the Editor since the appearance of that article, and the wide publicity which it gained. Clearly, among local authorities there is not a little fear that new methods of selecting tenants and for the actual management of estates, may be necessary before the housing scheme can yield its utmost possible fruit in social benefits. Mr. Greenwood's Act of 1930 brings the question right into the front of practical administrative problems.

On those grounds reference should be made in this column to the address which Miss Jean Thompson, Estates Manager to the Rotherham Corporation, delivered before the Institute of Public Administration. Miss Thompson reminds us that before the war, less than 1 per cent. of the houses in this country (1890-1918) were built by local authorities. Since 1920 however, the country has taken a collective responsibility for housing the workers, and is at last making an organised effort to deal with the problems left by the Industrial Revolution.

### EXPERIENCE GAINED

After ten years, local authorities begin to realise that building houses raises problems in many ways less acute than the subsequent human and social aspects involved in the administration of the estates. This side of the question has received insufficient attention, and one sees and hears much of heavy arrears of rent, and deterioration of property, through dirt and an anti-social spirit among the tenants, or the lack of prompt attention to repairs on the part of the merciful owners. There is an urgent need for the formulation of a body of principles to govern municipal housing administration.

As Miss Thompson observes, these principles will take account of the human and social, as well as financial and technical, aspects of management. Housing is a branch of public enterprise with two aspects—municipal trading and social administration. It cannot be regarded in the same way as tramways or electricity, which are definitely trading departments. Miss Thompson maintains that a good deal of confusion has been caused because the administration of municipal housing has not been sufficiently related to social needs. At worst, though not by any means invariably, it has been inequitable and extravagant—inequitable, because insufficient attention has been paid to the placing of tenants in houses most suited

to their needs; and extravagant because little attempt has been made to ensure that the benefits of housing subsidies are enjoyed only by those who really need them. On the other hand, it is useless to put people in houses at rents far beyond their capacity to pay.

The whole matter of managing working-class property on a social basis is almost a new one—as new to local authorities as it is ridiculed by a certain type of property owner. During the nineteenth century, a great increase in urban working-class houses occurred and, under the haphazard system of private ownership, the problem of management could not be scientifically approached. But little in management was seen beyond the collection of rents.

### TENANTS' RESPONSE

Probably Miss Thompson is right in her view that the majority of tenants will respond to efforts made to improve their environment, but she wisely adds, so that rash conclusions shall not be made on the basis of idealism, the extent of the response depends on whether the property is well-managed or not. In the first place she asks for a properly constituted housing department with a responsible manager. Quite rightly she enlarges on the disadvantages of rent collection by untrained clerks with no special interest in the work, or tenant selection by committees, whose judgment is frequently decided by routine.

Many other considerations are urged by Miss Jean Thompson in her interesting address, and their review raises the inevitable question, "Will women succeed wholly where so many others encounter but moderate success?" The country is now embarking on an organised attempt to clear the slums—those blots on our towns and cities, and this seems to be a fitting moment for experiment. A new attitude towards the problem is required—a fresh psychology undepressed by many former efforts. Can we look to the Woman Manager for that breath of invigorating air? E. C. F.

### NALGO HOLIDAY GUIDE

The 1931 Edition of the Association's Official Holiday Guide is now ready and a specimen copy is being sent to each branch secretary. A really attractive publication in appearance, the front cover design is in three colours, symbolically typifying the Blue Bird of Happiness about to take wing, while the inside is printed on paper of good quality which makes for effective reproduction of the many photo blocks used.

As regards contents there has been a gratifying extension of the lists of recommended addresses, so that members may be saved much of the correspondence usually necessary in arranging for holiday accommodation. The price of the Guide is 3d. per copy (6d. by post), but as the supply is limited, orders should be placed through branch secretaries as soon as possible.

## NALGO PROVIDENT SOCIETY

OWING to the large number of new enrolments to the Provident Society during 1930 and fewer claims for benefit having been received, a larger surplus is available for distribution amongst the members and for each shilling contributed to the Common Sick Fund during the year, ninepence will be credited to the members' Rest Fund, as against 8½d. for 1929. This means that in addition to being covered against sickness during the whole year a member will be credited with the major proportion of his payments, which can remain with the society and accumulate at 3 per cent. compound interest or be withdrawn in accordance with the rules.

Annual Payment to Common Fund			Weekly Benefit			Amount Returned to Member		
£	s.	d.	£	s.	d.	£	s.	d.
0	12	0	0	7	0	0	9	0
1	4	0	0	14	0	0	18	0
1	6	0	1	1	0	1	7	0
2	8	0	1	8	0	1	16	0
3	0	0	1	15	0	2	5	0
3	12	0	2	2	0	2	14	0
4	4	0	2	9	0	3	3	0
4	16	0	2	16	0	3	12	0
5	8	0	3	3	0	4	1	0

Membership of the society is an investment and not an expense, and is proving a great boon to members of N.A.L.G.O. Over £5,000 was paid in weekly sickness benefit during last year and members who were in need of convalescent treatment to recuperate were granted two week's free residence in Nalگو's delightful convalescent home at Matlock.

The Nalگو Provident Society has experienced phenomenal success since its inception in 1931. Its range of benefits now include sick pay during illness, whole life and endowment assurances, and simple endowments where age and health is not taken into consideration. The house purchase scheme is also most popular as loans are granted at 5 per cent., repayable over 20 years. The calendar monthly repayment per £100 advanced for 20 years is approximately 13/5 as compared with 14/7 charged by many Building Societies.

### CHIEF OFFICERS' CERTIFICATES

It has been decided to continue the practice of accepting the certificate of a Chief Officer in lieu of a medical examination in respect of persons under 40 years of age until December 31, 1931.

Every non-member is recommended to apply to the Local Correspondent or Branch Secretary for a copy of the "3 Points" circular which sets out the advantages of joining the Society and contains an application form.



# NALGO SUMMER SCHOOLS

ENGLAND AND WALES—July 25 to August 8  
SCOTLAND - July 11 to 18, 1931

SO encouraging was the response to the first Summer School that the Association has decided not only to hold its second Summer School in England, but to have a shorter School in Scotland also.

The Summer School for England and Wales (at which Scottish officers will be welcome) will be held in Oriel College, Oxford. An attempt was made to find a college in Cambridge, but conditions there are different from those which prevail in Oxford, as quite a number of undergraduates stay on for special courses during the summer vacation.

Arrangements have been made with the governors of Oriel College for ample accommodation for seventy students living in the college and a number in private lodgings. Oriel College, one of the oldest of the Oxford colleges, lies just off the High. Among its graduates were many famous men—Sir Walter Raleigh, Prynne, Gilbert White of Selborne, Bishop Butler, Keble, Newman, Pusey, the Bishops Wilberforce, Hampden, Fraser, Dean Church, Matthew Arnold, and "Tom" Hughes. Among Oriel men of recent times were the late Lord Goschen (Chancellor, 1903) and Cecil Rhodes (Hon. D.C.L., 1899), who left the sum of £100,000, free of duty, to the College, which dates back to 1326. In this atmosphere of tradition, learning, and peace the Summer School for England and Wales will be held.

As last year, the scheme consists of

lectures in the morning, with talks in the afternoon or evening. Sufficient time will be free for recreation—walking, boating, tennis, cricket, or golf.

The School is intended to bring members of the Local Government Service into contact with those who assist the evolution of Local Government. Students will meet lecturers and professors who

town—at least for nine months of the year. When the University is in vacation, the town is the Mecca of golfers as the home of the Royal and Ancient Golf Club. St. Salvator's Hall is a fine new building in the grounds of St. Mary's College. The School will thus be held in academic atmosphere, but in a modern and convenient building.

The Scottish School will be held for one week. Its scheme follows that of the English School—two lectures will be delivered in the morning, each being succeeded by discussion in which all students will be free to participate.



ORIEL COLLEGE, OXFORD

regard the problems from academic points of view, untrammelled by fetters of routine, Members of Parliament, and Civil Servants, each group having a point of view differing from but important for the local government official. No examination will be held, but those who are preparing for examinations cannot fail to derive benefits which should assist them in obtaining honours.

The Oxford School will be held for two weeks but students may enrol for either the full fortnight, the first week only, or for the second week only. A registration fee of 10s. 6d. per week is charged, the only other cost being College Dues (amounting to 10s. 6d. per day, excluding wines and gratuities). Enrolment forms can be obtained from the general secretary of the Association and should be returned not later than the end of June.

For the Scottish Summer School (at which English and Welsh students will be welcome), St. Salvator's Hall of the University of St. Andrews has been chosen.

St. Andrews is the most ancient of the Scottish Universities. Glasgow, Edinburgh, and Aberdeen have Universities, but the towns are notable for business, and the University plays but a comparatively small part in their life. In St. Andrews, however, the University is the

The morning session should be over by mid-day. The students can then engage in any sport or recreation. Arrangements will probably be made for tennis and bowling matches. Visits to some of the historic places in and around the ancient city will also be arranged. St. Andrews is rich in places of historic interest—though most are but sad ruins—the Cathedral and the castle, St. Rule's tower and many others. In the evenings, after dinner, there will probably be lectures by Chief Officers, Civil Servants, or Members of Parliament, followed by questions and discussion.

Registration fees and daily dues will be similar to those charged for the Oxford School. Full particulars and enrolment forms will be obtainable from the Divisional Organising Secretary for Scotland, Mr. J. M. Mortimer, 135 Wellington Street, Glasgow, C.2. Members of the Association should support the Schools as they supported the School at Keble College last year. Attendance at Oriel or at St. Andrews would enable many an officer to renew "auld acquaintance" under conditions, equally agreeable, either north or south of the Tweed.

GARDENING NOTES.—Owing to pressure on space in this issue the Monthly Gardening Notes intended to begin in March are held over till April.



THE DINING HALL



## NALGO BEFORE THE DEPARTMENTAL COMMITTEE

FOR three hours on the second day of February and for almost as lengthy a period on the day following, Mr. Arthur P. Johnson, Mr. E. W. B. Abbott, Mr. Parker Morris, and Sir Tom Percival, the official witnesses of N.A.L.G.O., before the Departmental Committee on the Qualifications, Recruitment, Training and Promotion of Local Government Officers, sustained by their evidence, the Memorandum which the Association then submitted. By common agreement the witnesses supported their case in a manner which deserves approval by the membership.

For purposes of record the recommendations laid before the committee and urged by the witnesses are set out below :

- (1) All authorities should adopt definite conditions of appointment for their official staffs; and all junior entrants into the Service should be recruited after public advertisement from boys and girls of not less than 15 years of age with a minimum educational qualification comparable with the First School Leaving Certificate.
  - (2) The practice of certain Boards of Guardians of filling subordinate posts on their staffs solely from the ranks of persons to whom they were giving poor law relief should be strongly deprecated and Public Assistance Authorities should be advised not to countenance any such method.
  - (3) Local Authorities might do more to assist their officers to attain the appropriate Professional, Academic, or Technical qualifications.
  - (4) For officers who wish to qualify vocationally and for whom to-day there is no appropriate professional or technical qualification there should be established an appropriate Examination Qualification; the diploma or certificate obtained should have a recognised status in Local Government.
  - (5) For this purpose the "Poor Law Examinations Board" should be reconstituted to consist of representatives of The Ministry of Health, Association of Municipal Corporations, County Councils' Association, Urban District Councils' Association, Rural District Councils' Association, University of London and other Universities, National Association of Local Government Officers.
  - (6) The Board should conduct the present Relieving Officers' Examination and the Institution Officers' Examination. The Board should also institute and conduct the Examinations for Officers referred to in Recommendation 4, in the place of the examinations now conducted by N.A.L.G.O. The examination diplomas issued by the Board should carry distinctive letters to signify the special qualification.
  - (7) Vacancies in all posts whenever possible should be filled by promotion from within the service of the authority. Where it is not possible adequately to fill a vacancy by such means, the position should be publicly advertised.
- Amongst each Local Authority's staff there should be complete freedom for movement from one department to another when vacancies occur which offer promotion and wider experience.
- There should be provided to enable officers to display ability, energy, and initiative to the highest posts in the service.
- To this object, officers should be encouraged to serve articles with their chief

authorities of a training University team to similar posts must be developed, but the Association does not consider it would be practicable to introduce University men without professional or technical qualifications into the service by the creation of a higher division. Even if they were practicable it would be objectionable as it would choke the avenues of promotion for those who enter through the lower division and prevent the operation of the previous recommendation, which the Association considers of vital importance to the service.

- (11) Every Local Authority should appoint an Establishment Committee as a standing committee of the authority charged with the following duties: (a) to make appointments to the staff, except in the case of chief officers; (b) arrange transfers from department to department; (c) to be responsible for the training of staffs and for assisting officers to obtain the necessary professional and technical qualifications; (d) be responsible for the division of the work of the authority between departments; (e) deal with all questions of salaries, superannuation and service conditions generally.
- (12) The most satisfactory way to put the Minister's recommendation as to Salaries Scales into effect is through Provincial Whitley Councils for the professional, technical, administrative and clerical services of Local Authorities, and that immediate steps be taken to set up such Councils to cover the rest of England and Wales not covered by the following Provincial Councils: (a) London; (b) Lancashire and Cheshire; and (c) West Riding of Yorkshire.
- (13) Parliament should at once deal by legislation with the questions of superannuation on a national and uniform basis.
- (14) Parliament should also give effect without further delay to the Recommendation of the Royal Commission on Local Government (page 160, para. 46) upon Security of Tenure, and (a) there should be an extension of the principle of the right of appeal of all local government officers who hold the more important positions and those with long service under all Local Authorities; that right of appeal being either to the appropriate Government Department, the Industrial Court or a specially established tribunal; (b) to avoid the removal of officers for political reasons, notice of dismissal should be subject to procedure similar to that applicable to the adoption of the 1922 Superannuation Act, that is to say—the notice to dismiss an officer should be subject to a stipulated "majority" vote by those present and voting and to confirmation at the succeeding council meeting; (c) the rights of the officers under the Superannuation Act, 1922, should be safeguarded.
- (15) Every person employed on the work of a local authority by the Clerk or any other officer of the authority should be appointed and paid by that authority.

Subjoined to the Memorandum of Evidence was a series of useful appendices on the examinations usually taken by local government officers; tabular statements showing the officers of typical authorities (Staffs C.C. 540; Salford C.B.C., 1,289; Kettering U.D.C., 90; Bromley R.D.C., 44), and grants made to officers passing examinations (Birmingham, I.M.C.E., £25; Cornwall C.C. Degree in Public Administration, £30; East Ham, £15 p.a. on passing certain examinations) are cited as examples.

A further appendix gave a list of the constituent authorities composing the three Whitley Councils, while other

## Your EASTER holiday

Specially arranged Easter holidays are detailed in Frames' Easter booklet. Drop us a card for your free copy. Selected examples below.

Belgium (no passports), week-ends from ... ..	£3 15 6
Swiss Riviera, 8 days... ..	£9 10 0
France, Belgium and Holland, circular tour, 9 days ... ..	£10 15 0
Paris, week-end, from ... ..	£4 11 6
Also Riviera, Holland, Rome, Channel Islands, and best British resorts.	

## SUMMER HOLIDAYS

The fascinating 208-pp. guide to Frames' holiday tours is now ready. It describes a "thousand-and-one" holiday arrangements and gives details and illustrations of the holiday places and hotels.

Turning over its interesting pages, you will see that a really memorable holiday can be quite reasonable if you arrange it with Frames', the widespread organisation of 50 years' repute. Here are a few specimens:—

Rhineland, by motor ... ..	£15 18 6
Black Forest, 10 days ... ..	£13 13 0
Paris, one week, with excursions ... ..	£8 18 6
Paris and Switzerland, 10 days ... ..	£11 10 6
Holland, week... ..	£6 15 0
French Riviera, week's tour ... ..	£9 19 6
Switzerland, week ... ..	£8 10 6
Cowes (Isle of Wight), week... ..	£5 10 0

To get your free copy of this holiday-planning book, send a postcard now to:—

## FRAMES' TOURS LTD.

66 Travel House, Southampton Row,  
London, W.C.1. Phone : Museum 1441.

appendices dealt exhaustively with salary scales, security of tenure, superannuation, and university courses.

The percentage of local government officers within the salary scales governing the Association's subscriptions, figures which may be taken as representative of the service as a whole, are—20.19 per cent. receive salaries not exceeding £120 p.a.

47.42 per cent. receive salaries ranging from £121 to £260 p.a.

12.15 per cent. receive salaries ranging from £261 to £500 p.a.

18.24 per cent. receive salaries ranging from £501 to £1,000 p.a.

2.00 per cent. receive salaries exceeding £1,000 p.a.



# STOP AND DELIVER



## IT MIGHT HAVE BEEN YOU MR. NALGO MOTORIST

You must have a Certificate of Insurance in compliance with THE ROAD TRAFFIC ACT, 1930,  
*but are you satisfied with your insurance arrangements?*

**STOP** PAYING EXCESSIVE PREMIUMS—WE CAN  
**DELIVER** A REALLY COMPREHENSIVE POLICY  
*at the lowest possible economic cost.*

THE FOLLOWING COMPARISONS ARE AN INDICATION OF WHAT WE CAN OFFER.

POWER UP TO	VALUE	PREMIUM OF OTHER OFFICES	PREMIUM TO MEMBERS OF NALGO
8 h.p.	£200	£11 5 0	£7 8 6
10 h.p.	£200	£12 12 6	£8 11 8
12 h.p.	£200	£12 12 6	£9 5 8

The NALGO Policy includes Agreed Value, Medical Expenses, Loss of Motor Rugs, etc.,

**AND 20% NO CLAIM BONUS,**

in addition to the usual Cover of Third Party, Damage, Fire, Burglary, Theft, etc.

THE NALGO MOTOR INSURANCE is available solely to members of NALGO and can be obtained only through one of NALGO'S LATEST ACTIVITIES, viz.:

**THE NATIONAL AND LOCAL GOVERNMENT  
OFFICERS' MUTUAL INSURANCE ASSOCIATION,  
LIMITED (Short Title, LOGOMIA, LTD.)**

24 ABINGDON STREET, WESTMINSTER, S.W.1



## ODDS AND ENDS

**T**HE First Lord of the Admiralty has insisted that "Weston-super-Mare" shall be the name of the next sloop, a fleet of which is being built and named after seaside towns. There was objection from the Admirals at first, because they could think of many nicknames which would come into use on the lower deck regarding a vessel so named. Mr. Alexander has, however, got his way, and now the doubt arises whether the name H.M.S. Weston-super-Mare can be got on the cap band. If it can't I suggest the vessel be called H.M.S. Nalgo, to remind the navy of Mr. Alexander's interest in N.A.L.G.O. when he was with the Somerset County Council.

**O**NE wonders how much the cost of living in a country like ours is influenced by climatic conditions. Industrial disease is immeasurably and rheumatism takes a large toll of "lost time." The present winter may be written up in meteorological records as one of abnormal fog, which always makes heavy inroads into national expenditure. It is estimated that a loss of £1,000 a day and £1,500 on Saturdays has been experienced by the Glasgow Corporation as a result of the recent fortnight's fog. Over 200 tramcars and buses were damaged, while the damage to buses was much more heavy.

The aggregate revenue for the three Glasgow services between June 1 and December 13 was £1,511,964, an increase of £63,840 compared with the same period of last year. This would have been increased by about £15,000 but for the fog. The number of passengers totalled 293,236,660, an increase of 10,237,974.

**T**HE City Council of Birmingham was recently agitated upon the question of how far secrecy should be maintained by Councillors in matters concerning the various committees of the Corporation. Some time ago, in spite of emphatic protests by the Labour group, including the Labour Lord Mayor, Alderman Walter Saunders, the Public Assistance Committee decided to meet in private so that no information could be conveyed through the Press to the public.

To add to the fire of indignation amongst the objectors to secrecy, a private circular was recently issued stating that the members had had their attention directed to the fact that information, "wholly unauthorised and often inaccurate," had appeared in the newspapers. The circular urged upon members the importance of "loyally preserving the confidential nature of important committee transactions," adding that the chairman of a committee only is "the right

and proper person to give statements to the Press." It goes further and urges that there should be no inter-communication concerning committee matters, even with fellow councillors not on the same committee, until such matter is reported to the City Council.

**A** MEETING of business men held recently in the City of London passed two resolutions. One urged that the revival of the true spirit of economy in national, local, and personal affairs was necessary to the recovery of prosperity.

The other called on the Government and local authorities to cease from all expenditure which was not absolutely necessary, and urged the citizens of other towns to call similar meetings, and thus make it clear that the nation "declines any longer to be committed to courses which inevitably involve disaster."

The resolutions are to be sent to the Prime Minister.

So far, so good! It is easy to pass resolutions, but who is to interpret what expenditure is "absolutely necessary." Was it not Mr. Baldwin who said, under similar circumstances, "We are all in favour of economy—on the part of the other fellow."

**A**FTER paying a well-deserved tribute to the self sacrifice of a vast number of public spirited men who sit on the councils of local authorities, the Town Clerk of York, Mr. P. T. Spalding, LL.M., said that in his opinion local government in this county was very pure, both amongst members of borough councils and their servants. There were, of course exceptions, but in the main this was true. In his own experience he had only twice been tempted to be led astray. He had a letter from a man, when there was a piece of property to be let, who wrote: "Will you kindly do your best to see if you can get this? If successful I should be glad to send you £5." "I sent that letter to the Public Prosecutor," added Mr. Spalding. There are "exceptions" as the Town Clerk points out, and these cases always cause the deepest feeling of regret amongst local government officers. It would be interesting, however, to know in how many cases the first wrong step was taken by falling to a temptation offered from outside the service.

PETER SUCH.

## WORCESTER BRANCH

In recognition of his service to the Worcester Branch, Mr. W. Ritchie Mathews, of the Weights and Measures Department, was elected president. By the courtesy of the Property Committee of the Corporation, the Public Hall has been taken for a weekly meeting and for recreation, badminton and table tennis proving popular pastimes among the staff.

## MUSINGS

By Eppi Logge

It is a simple fact of economics according to a leading article in a "largest circulation daily" that work produces capital, and capital in turn produces work. But the advent of the machine has to some extent reduced the need for human labour. The Marquis of Tavistock raises a perilous question, however, when he says "the machine that a man shall not out-produce, as man's tool." The wealth of the world is ultimately based on the work of the world, and the fabric of civilisation holds together only because the vast majority are compelled to earn their bread. There is no possible way by which everybody, rich or poor, can receive a national dividend. Remove the need to toil and most of us would be content to exist on the minimum required to buy food and pay rent. This is proved by the fact that many persons on the whole prefer to remain in idleness to taking work which produces small wages. We must, in time, have to limit the power of the machine.

**I** REPRODUCE this extract because it is priceless. Read it quickly and you say, "quite right." As a bit of a wag for once, I read it slowly and asked myself a few questions. There is nothing seriously wrong with the statement that "the maxim, 'a man shall not eat unless he work' is now futile. But it is wrong to give the impression that it has not always been futile. It might have been a maxim and, so far as I can trace the evolution of the human race, the more "civilized" we became, the harder the maxim was preached. In fact, I don't think it became a maxim until after the industrial revolution and then there was some sense in some people preaching it. "The wealth of the world, etc." leads me to ask myself what is earning our daily bread? Does it mean earning one's own bread and no more? Or earning our own, and our family's daily bread and no one else's? Both limitations are good and healthy. Or it may mean earning our daily bread for our family and for another's family also. Does it mean earning by work alone, or our money earning it for us? That is a bit mean and hitting low—but I feel low to-day. I raise the point only because the article goes on, "Remove the need to toil and most of us would be content to exist." Is that so? Does everyone who has the means to get all he wants, without toiling, live at the standard of bare necessity represented by payments for food and rent? Of course, the writer didn't mean that; but he has written it unfortunately.

That is froth and foam, so let me come to the point which made me pause and think. "We may, in time, have to limit the power of the machine." As a prophesy, "in time" may mean all time. It seems to my simple mind that lurking behind that statement is a fear that progress in science and education will make manual labour unnecessary. Wouldn't it be an awful world if everyone had as much as he wished in material goods, and the distinctions between classes were determined by varying standards in intellectual attainments and good manners?



BUY

REALLY GOOD CLOTHES

On terms at NO extra cost



FROM 10% MONTHLY

ORDER TO-DAY

TAKE 9 MONTHS TO PAY

rite for booklet Smart West End Fashions for Men, lect from a wide range of materials and pay only the first stalmnt with order.

	From	Monthly
unge Suits ... ..	4 gns.	or 10/-
us Four Suits ... ..	4 gns.	or 10/-
inner Suits ... ..	5 gns.	or 12/6
vercoats ... ..	3 gns.	or 7/6

JOHN TEMPLE LTD.

ost Enquiries : Dept. A, Trinity Court, Aldersgate Street, London, E.C.1.

est End Branch : 5 Broadway, Westminster, S.W.1. 'Phone : Victoria 4476.

ty Branch : 191 Aldersgate Street, E.C.1. 'Phone : National 4981.

ursey Branch : 8 Clarence Street, Kingston-on-Thames. 'Phone : Kingston 5208.

## PROFESSIONAL OBJECTION

Objection, which has been expressed in the form of a petition to the Council, has been taken by practising architects and surveyors in Oxford, to the execution of private work by members of the surveyor's staff, particularly as it is alleged that it is work which in ordinary circumstances, so the petitioners assume, should be given to the professional men in the town. When the matter came before the Plans Committee, it was resolved to recommend that the petitioners be informed that whilst the Corporation would not encourage the practice, they felt they could not interfere with work undertaken by officials outside their ordinary duties with the Corporation.

# MAKING WRITING PAY

A HOBBY THAT MAY BECOME A PROFESSION

Success in Article or Story Writing does not depend upon the possession of brilliant literary ability. It may be won by quite ordinary men and women if advantage is taken of the sound professional training given by The Premier School of Journalism.

Hundreds of publications use the work of unknown writers and pay well for it. If their requirements and the technicalities of contribution are studied in spare time under expert guidance, it is possible to earn a material income after a brief and enjoyable apprenticeship.

"DURING my first month of tuition I earned £3, while at the end of the third month I was earning £5 a week, which has increased since then until my spare-time profession has become a material and steady source of income; in fact, before the end of the course I was making a steady £8 per week." So writes a pupil of the Premier School of Journalism—one of many who share a similar experience.

To those who have a fixed income and growing expenses, no side-line offers so readily as journalism a means of earning that extra two or three pounds a week that makes all the difference between hardship and comfort.

The field for the writer is greater to-day than it has ever been. Hundreds of publications use the work of outside contributors and pay well for it. Pupils of the Premier School of Journalism have been paid as much as £18 8s. for a short story written during instruction, and ex-students have received £50 for a single article on more than one occasion.

Women writers have equal chances with men in Article and Story Writing. Some of the most successful writers of the day are women, and among ex-students of the Premier School are women who have found in their writing not only enjoyment and relaxation, but a regular source of income running into hundreds of pounds a year.

The Premier School gives sound professional instruction which is attended by remarkable success. Here are statements from some of its students :—

JUST two years ago, when looking through the pages of a weekly journal, I chanced to see an advertisement of the Premier School of Journalism. Having always had an intense desire to express myself in printer's ink, and, being at that time engaged upon monotonous routine work in a City office, I welcomed the opportunity of embarking upon a career which would both keep my mind alert and prevent my sinking into a narrow rut.

Soon my work began slowly but surely to win recognition, and before the Premier School's Course was completed, I had the satisfaction of earning sufficient money to cover the cost of it several times over. Indeed, within twelve months of starting the Course my income from my freelancing nearly equalled that from my regular job. Not only am I making a regular income by my pen, but I am earning it from an occupation which has no rivals in fascination and interest.



S. Helen Curre



MR. MEGGY made me see that successful writing has to be learned, just as much as any other branch of Art. He made me cut out the "inspiration" stunt and get down to work. And I did get down to work. I studied the lessons for dear life. And the result was this: within four months of starting the Course I had made enough money to pay for a holiday on the Continent for three people! I am now selling quite 75 per cent. of my work, and editors are asking for more!

Now, story-telling is almost the oldest of the Arts. It is a deeply-rooted instinct in the breasts of most people, whether they know it or not. Hundreds of men and women could turn out saleable stories if only they had a little technical knowledge; and in the lessons of the Premier School that knowledge awaits them in a most clear and enjoyable form.



that a miracle had happened. On the literary page was an article—my third attempt. This is how my literary career began.

That I am never at a loss for something to write about testifies to the teaching of the Premier School. Now I never go away for a week-end or holiday without making my pen pay my expenses. Incidentally, some weeks I earn more from my free-lance work than I do from my occupation—which is prosaically commercial—and unhesitatingly I say that The Premier School of Journalism has enabled me to do this

A BOUT two years ago I was stranded at a small station in Buckinghamshire. It was while beguiling time in the dingy waiting-room that I came across the Premier School's advertisement in a weekly journal. When the train eventually arrived, tucked away in my overcoat pocket was an article, the first I had ever written.

The result was that in a week I was working hard, and very soon after this, one morning, I opened the Daily Mail to find



a whole-time employment with me. I attend to the housekeeping for other members of the family and do my own housework, as well as the actual cooking.

WITHIN a year of starting the Course, I find that I have secured 129 acceptances, covering a range of about twenty different papers. These successes comprise literary and woman's page contributions, besides illustrated magazine articles and a number of paragraphs. My writing, in fact, notwithstanding incessant domestic interruptions, has now reached a stage where I find it possible to earn an income of £2 or £3 a week.

Journalism, I should add, is not

Agnes Watson.

## PREMIER SCHOOL OF JOURNALISM

Founded and personally conducted by Mr. GORDON MEGGY.

Separate Courses are conducted in SHORT STORY WRITING and ARTICLE WRITING by Correspondence, and the moderate fees are payable by instalments. The teaching of the School is on practical lines throughout. Every detail that should be known to the new writer is covered either in the lessons or in the Principal's letters. Many of the exercises set take the shape of actual efforts at contribution—a feature that has helped pupils to sell thousands of MSS. during instruction.

The submission is invited of any MS. upon which an opinion of the applicant's prospects can be based.

It is the aim of the School to lay sound foundations that will enable pupils to find in their writing a permanent source of income.

If writing attracts you, if you would like to earn money in that way, we will send you a Sample Lesson, a special Chart of suitable subjects, and many interesting details. These will cost you nothing and will place you under no obligation, but they may lead to an increase of income and a new interest in life.

—POST THIS COUPON TO-DAY—

To the Curator,  
THE PREMIER SCHOOL OF JOURNALISM,  
4 and 5 Adam Street, Adelphi, London, W.C.2  
Please send me free and without obligation on my part your booklet, "THE COMPLETE JOURNALIST" together with SUBJECT CHART and SAMPLE LESSON.

NAME.....  
(State whether Mr., Mrs., or Miss.)

ADDRESS .....

Posted in an OPEN envelope with ½d. stamp.  
(L.G.S. 3-31)



# THE BOOKSHELF

## READERS' NOTES

By JACOB TONSON

THE rather obscure title of a book by Hy. T. F. Rhodes on scientific detection is *Some Persons Unknown*. There is a fascination in reading about the methods of detecting crime, even if it be coupled with the ardent hope that they might fail under the painful possibility of personal application. Here you get really behind the scenes: Laboratory work, finger prints, the microscope, the ultra-violet ray, and mysterious poisons. Having read of the marvellous ways in which crime is detected and by what simple factors the detection is achieved you decide to keep to the straight path. There is an exceedingly interesting chapter on criminal psychology.

Many readers have attempted to digest Boswell's *Life of Johnson*. Reading Boszzy is rather like listening to a busy shop-keeper telling a yarn to one or two cronies, constantly interrupted in the story by the claims of customers and leaving his listeners unsatisfied whilst he discourses on goodness knows what. Boszzy's notes and asides aggravate modern readers who will welcome *The Conversations of Dr. Johnson*, edited from Boswell's *Life* by R. W. Postgate. Therein they get the pith of Johnson with the Boswellian incrustations removed. The soul of Johnson, and his was a great soul, may easily be discerned in Mr. Postgate's excellent volume. Here is a little of his philosophy:

"A man cannot with propriety speak of himself, except he relates simple facts; as 'I was at Richmond': or, what depends on mensuration; as 'I am six feet high.' He is sure he has been at Richmond—he is sure he is six feet high, but he cannot be sure he is wise or that he has any other excellence. Then, all censure of a man's self is oblique praise. It is in order to show how much he can spare. It has all the invidiousness of self-praise and all the reproach of falsehood."

A curious fact is the frequency with which two or more books on a certain

subject appear simultaneously. Almost at the same time as Mr. Postgate's book, there was published *Everybody's Johnson*—also Boswell boiled down, but not quite on the lines of its fellow.

Two novels almost identical in type, appear almost together—Vicki Baum's *Grand Hotel* and Bennett's *Imperial Palace*. The action in both takes place almost entirely in the hotels—the characters are visitors and staff. Bennett's account is more minute in detail than Baum's, but the latter is a vivid piece of dramatic writing.

To the excellent historical studies named in previous issues of LOCAL GOVERNMENT SERVICE, there should be added G. M. Trevelyan's *England under Queen Anne: Blenheim*.

Perhaps Nalگو will organise a cruise to *The Island of Penguins*. After reading Kearton's book on the subject I should be strongly tempted to be one of the cruising party. If Kearton is to be believed, the penguin has very human habits. His parallel between the denizens of the bathing beach on Penguin Island and those, say, at the Holiday Camp at Croyde Bay, is delightful. The fair maiden preening herself in her "latest" costume; pater-familias bringing up the rear in the family party; the types of mother—one boldly insisting upon the offspring diving in, the other protecting the youngster from the too insistent approach of the waves. A delightful fireside book.

My final recommendation is "in case" your readers have missed *The Story of San Michele*, by Axel Munthe. Published so long ago as April 1929, in October 1930 it reached its sixteenth impression—the correct bibliographical description. Its five hundred pages are full of life: not biography, but experience. The author, a roving Swedish medical man, reveals his life in a way difficult to analyse and classify: briefly a book full of human interest.

THE DEVELOPMENT OF LOCAL GOVERNMENT; by W. A. Robson, Barrister at Law, Lecturer in Administrative Law, London School of Economics. Price 12s. 6d. net; George Allen and Unwin, Ltd.

THIS valuable and interesting contribution to the local government library deals with the structure of local government. Dr. Robson gives a sketch of the origin of parishes and counties and by tables shows the variation in size of population, and acreage of the various type of authorities. "The lack of correspondence between the various classes of local authority on the one hand and the facts of population, wealth, and territory on the other is, for the most part, due to purely historical causes," says the author. "The old towns obtained their charters in centuries now long past, and they were very often granted for reasons which might now appear trivial or irrelevant or insufficient. Corporate personality perpetuates itself by its very nature, and thus former tendencies have become fossilised in the structure of Local Government. The new towns and urban aggregates, on the other hand, have grown so rapidly that in many cases legal or constitutional classification has become anachronistic."

Dr. Robson strongly advocates the reconstruction of the local government administrative machine and puts forward some original and plausible suggestions. In Part II he deals with the functions of local authorities and raises an important question by setting out the serious limitations which the doctrine of *ultra vires* imposes on the development of local government. In Part III (and this concerns us closely) the author expounds his ideas on the improvement of a Municipal Civil Service. He pays tribute to N.A.L.G.O.'s pioneer work in education and the training of local government officers.

The fact should be stressed that this book is an enlargement of the illuminating series of lectures which Dr. Robson delivered before the N.A.L.G.O. Summer School at Keble College, Oxford, last August.

H. H.

## THE LOCAL GOVERNMENT GUARANTEE SOCIETY LTD

1, 2 & 3 QUEEN STREET PLACE, LONDON, E.C.4

### QUOTATIONS FOR ALL CLASSES OF INSURANCE

All N.A.L.G.O. Members, before insuring, are requested to obtain details of special terms from The Secretary of the Society, H. M. SIMPSON

Telephone: CENTRAL 1749/50



# AUCTION BRIDGE

By NEVILLE HOBSON

AS the Editor has intimated his willingness to award prizes for a competition, I have prepared a test of six questions, which include four on bidding, one on the lead of the proper card, and one embodying a three-fold problem on the laws of Auction Bridge. I have endeavoured to make the questions relating to bidding of a reasonably straightforward nature, but I realise that—in border-line cases—there is always scope for discussion whenever a definite decision is made. It is necessary, therefore, that I should appeal to all competitors to abide loyally by the condition precluding claims or correspondence being made or entered into, as otherwise there is not much incentive to run competitions of such a nature in connection with this column.

I shall assume that any disappointed competitors will be prepared to "play to the whistle" and abide cheerily by the award, as the answers to two at least of the questions will record merely a slight preference on the part of the adjudicator. Indeed, unless alternative bids arise readily to the mind, the main essentials for a competition would obviously be absent, and in a certain class of case the choice of the judge can only be made on a 51-49 basis.

As will be observed by the detailed conditions, the answers will be sent to the Editor in the first instance and must be in BY NOON on MARCH 16, and the request regarding block letters is intended to facilitate the marking and placing.

The prizes are not big, but tests of this nature are undoubtedly helpful in improving one's bidding and play, and a point will be made in the next issue of stating briefly the reasons for the answers.

The lettering frequently used to indicate the relative position of the players is Z: A. Y. B., but it has been decided to substitute for these the system of South, West, North, East—sitting in these relative positions, with S. at the nearest point of the table and N. as his partner on the far side (W. being on the left of S. and E. on his right). It is considered that this

is the simpler and more easily operated method.

The suits will always be shown in the sequence: (1) Spades; (2) Hearts; (3) Diamonds; (4) Clubs—so as to conform to the order of their trick values.

## COMPETITION

- Score N. and S. nil; W. and E. Game in and 18.  
S. deals and bids 1 No Trump, holding: S. A.J.x, H. K.Q.10 x, D. K.J.9, C. A.K.x. W. and N.: No bid. E.: 2 Hearts. What should S. say?
- Score, Game all. W. deals and holds: S. A.10 xx, H. Q.xxxx, D. A.Q., C. xx. What should W. declare?
- At Rubber game, N. deals and holds: S. A.K.Q.xx, H. A.K.x, D. xxx, C. K.x. What should N. declare?
- W. and E. Game in: E., as dealer, holds: S. J.9, H. K.10, D. A.K.Q.10xxx, C. xx. What should he declare?
- S. deals and bids No Trump in Rubber Game. W. and N.: No Bid. E.: 2 Hearts. S.: 2 No Trumps.  
What should W. lead, holding: S. K.xx, H. 10 x, D. A.Q.J.xx, C. J.10 x.
- S. as Declarer is playing the hand in the 1st Game at 4 Hearts doubled. E. revokes early in the game, and S. draws attention to it immediately the trick is quitted and E. admits the revoke.  
S. gets his 4 Hearts and is proceeding to score without recollecting the admitted revoke. Dummy (N.) says to S. "What about the Revoke—are we to take 2 extra tricks?" S. says "Yes," and proceeds to claim 12 tricks doubled.  
(1) Does Dummy's reference to the agreed revoke entitle W. and E. to claim that any penalty lapses?  
(2) Assuming that the penalties for the revoke have not been affected in any way—what is the maximum total (including bonuses) which S. can score (holding 4 honours in one hand).  
(a) above the line;  
(b) below the line.

## CONDITIONS

- Entries should be addressed as follows: THE EDITOR, LOCAL GOVERNMENT SERVICE, 3 and 4 Clements Inn, London, W.C.2.
- Envelopes shall be marked "Bridge" on the top left-hand corner, and must reach the Editor not later than 12 noon ON MONDAY, MARCH 16.
- All signatures and addresses should be in Block letters.

## STAMP BARGAINS

4 Abyssinia Coronation Commemoration 1929, Complete, S.G. 353-6	9d.	3 Papua Air Post, 3d., 6d., 1/- Harrison print, now obsolete	2/9
4 China Chang Tso Ling, 1928, Complete S.G. 349-352	5/-	17 Persia Coronation, guaranteed genuine (Cat. £2/9/-)	3/6
4 China Chang Tso Ling, 1928, Complete, Turkistan	7/6	17 Persia 1907-8 Ali Shah, with large red and gold 50k.	6/-
4 China Chang Tso Ling, 1928, Complete, Kirin	6/6	100 Persia, all different, all genuine, excellent value	5/-
4 China Chang Tso Ling, 1928, Complete, Yunnan	4/-	9 Roumania Boy King, surcharged 8th June, 1930, used	9d.
4 China Chang 25th P.O. Anniversary Turkistan, S.G. 39-42	12/6	9 Roumania King Carol, new, used	8d.
14 Northern Mongolia Pictorials, including oblongs, triangle and diamond large pictorials	6/-	6 Spain, Pope and King, used	7d.

POSTAGE EXTRA; WANT LISTS SOLICITED; APPROVALS SENT. WINGFIELDS, 24 Chancery Lane, W.C.2

- 1 point will be awarded for each answer adjudicated correct for Nos. 1 to 5-inclusive, and 1 for each part of No. 6—making a maximum of 8 points.
- A copy of "The Play of the Cards," by Messrs. Frank England & Hope Reford, will be awarded to the winner, and there will be three additional prizes, consisting of two packs of "New Era" (concave) Playing Cards.
- In the event of a tie, the prizes will be awarded for the entries received first.
- Entries can only be accepted on the distinct understanding that (a) the decision of Mr. Neville Hobson or any other Judge appointed by the Editor or himself, shall be regarded as absolutely final on all matters; (b) no claim must be made or correspondence entered into by any competitor.
- The awards will be announced in the April issue of the LOCAL GOVERNMENT SERVICE.

## RUBBER STAMPS

Numbering Machines, Dating Stamps, Ink Pads, Pens, Pencils, Office Requisites

J. JACKSON & Co. 7 SUFFOLK STREET BIRMINGHAM  
PHONE: MIDLAND 1772

National Association of Local Government Officers  
An Offer Worth Accepting **COUPON** Privileges to Members

## To KENDAL & DENT

Watchmakers to the Admiralty, etc.,  
Wholesale Jewellers, etc.  
106 CHEAPSIDE, LONDON, E.C.2.

Please send me, free of charge, a new "Privilege Ticket" relating to your offer of SPECIAL TERMS to members of the "N.A.L.G.O."

Name (in full) .....  
Official Address .....  
(in full) .....

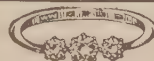
This Coupon may be posted in envelope (unsealed) under one halfpenny stamp.

## JEWELLERY, WATCHES, CUTLERY



M 64  
9-ct. Gold Wrist Watch  
32/-

Other Styles in Stock at Various Prices.



Diamond Rings  
from £4 each



APPRO.  
SELECTION SENT  
ON PRODUCTION  
OF N.A.L.G.O. CARD,  
WHICH WILL BE  
RETURNED AT  
ONCE.

Also  
Cutlery, Clocks,  
Cigarette Cases,  
Wedding Rings,  
Medals & Cups.



243. CANTEN  
Jacobean Oak Case. Fifth.  
Stainless Knives, Mirror  
Finish. 49 Pieces.  
Price £4-15-0  
Other Sizes in Stock.

SEND  
FOR  
PRICE  
LIST

Write, Telephone, or Call:  
**ALFRED RODEN & Son**  
55, HATTON GARDEN, LONDON, E.C.1  
TELEPHONE: HOLBORN 0130 (Near G. Mages)



## Where to Stay

<i>Rates per insertion</i>	<i>s.</i>	<i>d.</i>
<i>Twenty words and under</i>	2	6
<i>Each line or part of line, words extra</i>	0	6
<i>Special DISCOUNTS 50% off rate and 10% off extra insertions payable in advance</i>		

**BLACKPOOL.**—Private House, three bedrooms, public or private sitting-room. Near North Shore, Golf House and five minutes from Promenade. Mrs. T. T. Sykes. "Birkby," 27 Calder Road, North Shore.

**BRIGHTON.**—Goodwin's, Clarence Square (Min. West Pier). Excellent Catering, midday dinner, supper 8 to 11 p.m. Billiards. From 50.—Tel.: 5339 Brighton.

**BRIGHTON.**—"EIGHTEEN" Atlingworth Street. Five doors sea. Superior ENGLISH cooking, refined and quick service. Comfort, hospitality, separate tables, minute Aquarium, pier. No irritating restrictions. From 42s.

**BRIGHTON.**—Beacon Royal Private Hotel, Oriental Place. Between West Pier and lawns. Dancing, billiards, young society. Gas fires in bedrooms. Excellent cuisine. Moderate terms. Well recommended by Civil Servants. Proprietress, Mrs. B. L. Stewart. Brighton 5680.

**BRIGHTON.**—Adelaide Bloomsbury Place. Clean, comfortable Board Residence or Apartments. 5 doors sea. Excellent catering, from 45s., according to season.

**EASTBOURNE.**—Angles Private Hotel and Boarding Establishment, 26 to 32, Royal Parade. Est. 30 years. 100 Bedrooms; Billiards (full size). Dance Room. Under personal supervision. Terms from 2½ Gns. winter; 3 Gns. summer. 'Phone: 311.

**LLANDUDNO.**—"Llys Madoc," Charlton Street. Board-Residence or Bed-Breakfast. Highly recommended. Mrs. E. J. Leech.

**MINEHEAD.**—Apartments, Board-Residence comfortable central, moderate charges. 5 The Parade.

**MINEHEAD.**—Apartments, or Board-Residence. Moderate, close to sea.—"Ravenswood," Summerland Avenue.

**RHYL.**—Bailey's Private Hotel, 12, East Parade; opposite pier. NEW BATHS, Tennis Courts, and Bowling Greens. Tel.: 143.

**SCARBOROUGH.**—"Jeffreyville," Boarding Establishment, 29 Newborough, Central, near sea, highly recommended, send stamp for tariff. Mrs. Jefferies, Proprietress.

**SHANKLIN, ISLE OF WIGHT.**—Pulboro' Private Hotel, accommodating 40 guests. All modern conveniences, separate tables, one minute sea and all amusements. Very highly recommended. For illustrated tariff write Mrs. Hugh Moss, Resident Proprietress.

**TORQUAY.**—Astwell Hill Private Hotel. Sea front, facing due South. Separate tables. Hot and cold water in many bedrooms. Central heating. Dining Room. Garage. *Special Terms to Navigators from Resident Proprietor, W. Riley (ex-Navigator, Scarborough Branch).* 'Phone 2585.

**WYMOUTH.**—Apartments, sitting room, two bedrooms with attendance, or Bed and Breakfast. Moderate, near sea. "Oakdale," Newberry Terrace.

**OSTEND.**—Glasgow Hotel. First-class private hotel. All modern comforts. Separate tables. Board residence until June 6, 5s. Other terms on application, according season.

### THE CITY HOSPITAL (GENERAL) GREENBANK, PLYMOUTH

Assistant Nurses required; must have had some experience. Salary £50 and £5 uniform allowance.—Apply with copies of testimonials to Matron.

#### NURSES SUPPLIED.

Highfield Nurses' Institute, 4, Amhurst Park, Stamford Hill, London, N. Fully trained (S.R.N.), Midwives (C.M.B.) and Assistant Nurses. Only Hospitals and Institutions supplied. Matron, Mrs. E. B. Benjafeld. 'Phone: Clissold 3039.

#### PHILATELY

I am a prompt cash buyer of accumulations of Stamps, both medium and rare, used and/or unused.—Bulgin, 73 Kensington Gardens, Ilford, Essex.

(Continued on page 90)

# THE HERALD OF SUMMER!

"HOLIDAY  
HAUNTS," 1931

6<sup>D.</sup>

Published by  
The  
Great Western Railway

MORE THAN A GUIDE — A COMPLETE HOLIDAY SERVICE

1,000 Pages

Over 8,000 addresses of Hotels, Boarding Houses, &c., hundreds of photogravure illustrations and descriptions of Britain's Best Holiday Resorts dealing with

DEVON  
CORNWALL  
SOMERSET  
DORSET

NORTH WALES  
SOUTH WALES  
CAMBRIAN COAST  
ISLE OF MAN

THAMES, SEVERN  
WYE VALLEYS  
CHANNEL ISLANDS  
ETC., ETC.

Letterpress by MAXWELL FRASER.

THIS WONDERFUL SIXPENNY WORTH is obtainable at all G.W.R. Stations, Offices and Bookstalls, leading Booksellers and Newsagents throughout the country, or by post from the Superintendent of the Lane, G.W.R., Paddington Station, London, W.2. No charge for postage.

**THE ONLY HOLIDAY GUIDE YOU NEED**

Please mention "Local Government Service" when corresponding with advertisers.



# MORTONS offer you Special Advantages for whatever you need wherever you may live.

We will send you anything "On Approval" and on Extended Terms.



**FURNITURE** Any Amount — for Month's Home Trial  
Whether you are furnishing completely or only wanting an odd item, we can promise you a very satisfactory outcome to your inquiry if you will just send for our Furniture Catalogue. In this book you will find an enormous range—upwards of a thousand offers—and we will send whatever you may select to wherever you may live, carriage paid, for a Month's Home Trial. That's a certain guarantee of satisfaction for you, and if you are not pleased after the trial, why, we will pay the carriage back to our showrooms again. Extended terms arranged to suit you. Send for our Furniture Book NOW.  
(Three-piece Suite shown, in Rexine, 16 gns. by 9/6 monthly.)

**WIRELESS** Select from Mortons and enjoy 7 days Home Trial  
We invite your interest in our wireless offers by offering you a Week's Home Trial with any. We have a good range of Portables, Transportables, Aerial Sets, All-electric Sets, etc., and the one you would like we will deliver free for a week's trial. If you like the set, then extended terms are available; if you don't, then we pay the return carriage and refund any money paid. Send the coupon NOW.  
(Portable Set shown, 8 gns.)



If you are not a customer of ours, we ask you to carefully consider if there are not some advantages that we can offer you that you are not at present enjoying. For over half a century we have specialised on serving people like yourself in the Public Service, and our long association with our particular constituency, and our study of their needs permits us to make arrangements that would not be possible in the ordinary way of business. For instance, no matter where you may live, if you will just tell us what you are needing we will send it carriage paid "on approval." (Our departments cover practically everything, so there is scarcely anything that we cannot supply.) If you're not pleased after trial, we will willingly accept return and again defray carriage. And in the matter of payment we will arrange terms to suit you. In short, we offer you an up-to-date London stock backed by SERVICE—a SERVICE personal to every individual customer. Just now you are doubtless thinking of something in new attire. Investigate our Service now by sending for our Fashion Book, which is just being published. In this department our Service shows itself by our offer to make you a suit to measure and GUARANTEE perfect fit—or money back. Just send the coupon for this—or any other—catalogue and let us demonstrate how well we can serve you personally.



## Mortons

DESK HIGHBURY PLACE, LONDON, N.5

### CYCLES

Leading Makes at 2d. a day.

Our Catalogue shows the leading makes, and the machine you like will be sent on approval. Terms from only 5/- monthly—2d. a day; Less than your fares! Send the coupon.



### GRAMOPHONES

Leading Makes Deferred Terms.

Month's Home Trial.  
If you need a Gramophone, we can supply you with any model of leading make—H.M.V., Columbia, Decca, etc.—with an advantage the makers themselves don't offer: a Month's Home Trial. Extended terms arranged.

(Model shown is the Columbia "Cadet," 57/6 cash, or £3 by 5/- monthly.) Send the coupon.



**COUPON**  
To MORTONS, Desk MO, Highbury Place, London, N.5.  
Please send Catalogues marked X.  
Pianos Furniture Bicycles Gramophones  
Men's Wear Baby Cars Ladies' Wear  
Trunks Jewellery Wireless Cameras  
Name (Mr., Mrs., or Miss) \_\_\_\_\_  
Address \_\_\_\_\_

# When Your Salary Exceeds £250

*Do not make the mistake of discontinuing your National Health Insurance. It will be your last opportunity to obtain the very best Sickness, Pensions and Treatment benefits for a small weekly contribution.*

## BECOME A VOLUNTARY CONTRIBUTOR

**ORDINARY BENEFITS:** 15/- per week (for 26 weeks) during Sickness. 7/6 per week for remainder of illness. £2 Maternity Benefit. Panel Doctor for limited period. Widows', Orphans' and Old Age Pensions.

**ADDITIONAL BENEFITS:** Dental, Optical, Hospital, Nursing Home treatment. Surgical Appliances. Free residence at Nalگو Convalescent Home, Matlock.

Ascertain from the Local Correspondent whether you can continue with or join the

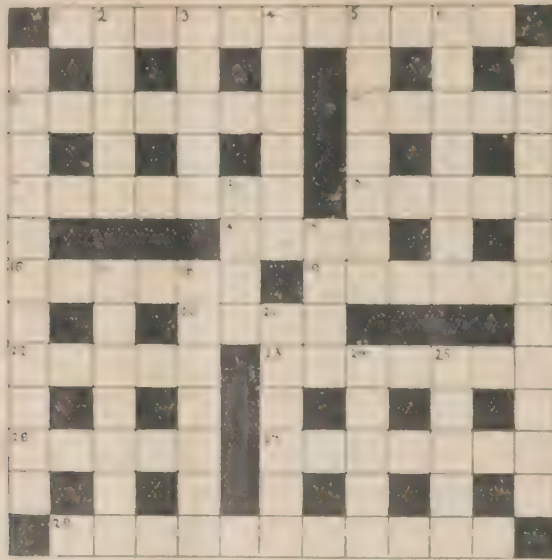
## NALGO APPROVED SOCIETY

24 Abingdon Street, London, S.W.1.



## OUR CROSS-WORD PUZZLE

No. 3



## CLUES, ACROSS

1. Tales ramp in meetings for deliberation.
2. Insect.
3. Goddess of Agriculture.
4. The sound of this musical instrument may be heard.
5. I'm dead (anag).
6. Mirage.
7. Similar.
8. Stature.
9. Purposed.
10. Ignition.
11. Created.
12. Assault.
13. Exempt.
14. Resist.
15. Roes.
16. Ruffed.
17. Nihilist.
18. Tillage.
19. Idealist.
20. Salmon.
21. Repair.
22. Clan.
23. Urge.
24. Rested.
25. Espirit.
26. Amateurs.
27. Oilskin.
28. Eclipses.
29. Student.
30. Down.
31. Amicable.
32. Filament.
33. Engine.
34. Died.
35. Mirage.
36. Similar.
37. Stature.
38. Purposed.
39. Ignition.
40. Created.
41. Assault.
42. Exempt.
43. Resist.
44. Roes.
45. Ruffed.
46. Nihilist.
47. Tillage.
48. Idealist.
49. Salmon.
50. Repair.
51. Clan.
52. Urge.
53. Rested.
54. Espirit.
55. Amateurs.
56. Oilskin.
57. Eclipses.
58. Student.
59. Down.
60. Amicable.
61. Filament.
62. Engine.
63. Died.
64. Mirage.
65. Similar.
66. Stature.
67. Purposed.
68. Ignition.
69. Created.
70. Assault.
71. Exempt.
72. Resist.
73. Roes.
74. Ruffed.
75. Nihilist.
76. Tillage.
77. Idealist.
78. Salmon.
79. Repair.
80. Clan.
81. Urge.
82. Rested.
83. Espirit.
84. Amateurs.
85. Oilskin.
86. Eclipses.
87. Student.
88. Down.
89. Amicable.
90. Filament.
91. Engine.
92. Died.
93. Mirage.
94. Similar.
95. Stature.
96. Purposed.
97. Ignition.
98. Created.
99. Assault.
100. Exempt.
101. Resist.
102. Roes.
103. Ruffed.
104. Nihilist.
105. Tillage.
106. Idealist.
107. Salmon.
108. Repair.
109. Clan.
110. Urge.
111. Rested.
112. Espirit.
113. Amateurs.
114. Oilskin.
115. Eclipses.
116. Student.
117. Down.
118. Amicable.
119. Filament.
120. Engine.
121. Died.
122. Mirage.
123. Similar.
124. Stature.
125. Purposed.
126. Ignition.
127. Created.
128. Assault.
129. Exempt.
130. Resist.
131. Roes.
132. Ruffed.
133. Nihilist.
134. Tillage.
135. Idealist.
136. Salmon.
137. Repair.
138. Clan.
139. Urge.
140. Rested.
141. Espirit.
142. Amateurs.
143. Oilskin.
144. Eclipses.
145. Student.
146. Down.
147. Amicable.
148. Filament.
149. Engine.
150. Died.
151. Mirage.
152. Similar.
153. Stature.
154. Purposed.
155. Ignition.
156. Created.
157. Assault.
158. Exempt.
159. Resist.
160. Roes.
161. Ruffed.
162. Nihilist.
163. Tillage.
164. Idealist.
165. Salmon.
166. Repair.
167. Clan.
168. Urge.
169. Rested.
170. Espirit.
171. Amateurs.
172. Oilskin.
173. Eclipses.
174. Student.
175. Down.
176. Amicable.
177. Filament.
178. Engine.
179. Died.
180. Mirage.
181. Similar.
182. Stature.
183. Purposed.
184. Ignition.
185. Created.
186. Assault.
187. Exempt.
188. Resist.
189. Roes.
190. Ruffed.
191. Nihilist.
192. Tillage.
193. Idealist.
194. Salmon.
195. Repair.
196. Clan.
197. Urge.
198. Rested.
199. Espirit.
200. Amateurs.
201. Oilskin.
202. Eclipses.
203. Student.
204. Down.
205. Amicable.
206. Filament.
207. Engine.
208. Died.
209. Mirage.
210. Similar.
211. Stature.
212. Purposed.
213. Ignition.
214. Created.
215. Assault.
216. Exempt.
217. Resist.
218. Roes.
219. Ruffed.
220. Nihilist.
221. Tillage.
222. Idealist.
223. Salmon.
224. Repair.
225. Clan.
226. Urge.
227. Rested.
228. Espirit.
229. Amateurs.
230. Oilskin.
231. Eclipses.
232. Student.
233. Down.
234. Amicable.
235. Filament.
236. Engine.
237. Died.
238. Mirage.
239. Similar.
240. Stature.
241. Purposed.
242. Ignition.
243. Created.
244. Assault.
245. Exempt.
246. Resist.
247. Roes.
248. Ruffed.
249. Nihilist.
250. Tillage.
251. Idealist.
252. Salmon.
253. Repair.
254. Clan.
255. Urge.
256. Rested.
257. Espirit.
258. Amateurs.
259. Oilskin.
260. Eclipses.
261. Student.
262. Down.
263. Amicable.
264. Filament.
265. Engine.
266. Died.
267. Mirage.
268. Similar.
269. Stature.
270. Purposed.
271. Ignition.
272. Created.
273. Assault.
274. Exempt.
275. Resist.
276. Roes.
277. Ruffed.
278. Nihilist.
279. Tillage.
280. Idealist.
281. Salmon.
282. Repair.
283. Clan.
284. Urge.
285. Rested.
286. Espirit.
287. Amateurs.
288. Oilskin.
289. Eclipses.
290. Student.
291. Down.
292. Amicable.
293. Filament.
294. Engine.
295. Died.
296. Mirage.
297. Similar.
298. Stature.
299. Purposed.
300. Ignition.
301. Created.
302. Assault.
303. Exempt.
304. Resist.
305. Roes.
306. Ruffed.
307. Nihilist.
308. Tillage.
309. Idealist.
310. Salmon.
311. Repair.
312. Clan.
313. Urge.
314. Rested.
315. Espirit.
316. Amateurs.
317. Oilskin.
318. Eclipses.
319. Student.
320. Down.
321. Amicable.
322. Filament.
323. Engine.
324. Died.
325. Mirage.
326. Similar.
327. Stature.
328. Purposed.
329. Ignition.
330. Created.
331. Assault.
332. Exempt.
333. Resist.
334. Roes.
335. Ruffed.
336. Nihilist.
337. Tillage.
338. Idealist.
339. Salmon.
340. Repair.
341. Clan.
342. Urge.
343. Rested.
344. Espirit.
345. Amateurs.
346. Oilskin.
347. Eclipses.
348. Student.
349. Down.
350. Amicable.
351. Filament.
352. Engine.
353. Died.
354. Mirage.
355. Similar.
356. Stature.
357. Purposed.
358. Ignition.
359. Created.
360. Assault.
361. Exempt.
362. Resist.
363. Roes.
364. Ruffed.
365. Nihilist.
366. Tillage.
367. Idealist.
368. Salmon.
369. Repair.
370. Clan.
371. Urge.
372. Rested.
373. Espirit.
374. Amateurs.
375. Oilskin.
376. Eclipses.
377. Student.
378. Down.
379. Amicable.
380. Filament.
381. Engine.
382. Died.
383. Mirage.
384. Similar.
385. Stature.
386. Purposed.
387. Ignition.
388. Created.
389. Assault.
390. Exempt.
391. Resist.
392. Roes.
393. Ruffed.
394. Nihilist.
395. Tillage.
396. Idealist.
397. Salmon.
398. Repair.
399. Clan.
400. Urge.
401. Rested.
402. Espirit.
403. Amateurs.
404. Oilskin.
405. Eclipses.
406. Student.
407. Down.
408. Amicable.
409. Filament.
410. Engine.
411. Died.
412. Mirage.
413. Similar.
414. Stature.
415. Purposed.
416. Ignition.
417. Created.
418. Assault.
419. Exempt.
420. Resist.
421. Roes.
422. Ruffed.
423. Nihilist.
424. Tillage.
425. Idealist.
426. Salmon.
427. Repair.
428. Clan.
429. Urge.
430. Rested.
431. Espirit.
432. Amateurs.
433. Oilskin.
434. Eclipses.
435. Student.
436. Down.
437. Amicable.
438. Filament.
439. Engine.
440. Died.
441. Mirage.
442. Similar.
443. Stature.
444. Purposed.
445. Ignition.
446. Created.
447. Assault.
448. Exempt.
449. Resist.
450. Roes.
451. Ruffed.
452. Nihilist.
453. Tillage.
454. Idealist.
455. Salmon.
456. Repair.
457. Clan.
458. Urge.
459. Rested.
460. Espirit.
461. Amateurs.
462. Oilskin.
463. Eclipses.
464. Student.
465. Down.
466. Amicable.
467. Filament.
468. Engine.
469. Died.
470. Mirage.
471. Similar.
472. Stature.
473. Purposed.
474. Ignition.
475. Created.
476. Assault.
477. Exempt.
478. Resist.
479. Roes.
480. Ruffed.
481. Nihilist.
482. Tillage.
483. Idealist.
484. Salmon.
485. Repair.
486. Clan.
487. Urge.
488. Rested.
489. Espirit.
490. Amateurs.
491. Oilskin.
492. Eclipses.
493. Student.
494. Down.
495. Amicable.
496. Filament.
497. Engine.
498. Died.
499. Mirage.
500. Similar.
501. Stature.
502. Purposed.
503. Ignition.
504. Created.
505. Assault.
506. Exempt.
507. Resist.
508. Roes.
509. Ruffed.
510. Nihilist.
511. Tillage.
512. Idealist.
513. Salmon.
514. Repair.
515. Clan.
516. Urge.
517. Rested.
518. Espirit.
519. Amateurs.
520. Oilskin.
521. Eclipses.
522. Student.
523. Down.
524. Amicable.
525. Filament.
526. Engine.
527. Died.
528. Mirage.
529. Similar.
530. Stature.
531. Purposed.
532. Ignition.
533. Created.
534. Assault.
535. Exempt.
536. Resist.
537. Roes.
538. Ruffed.
539. Nihilist.
540. Tillage.
541. Idealist.
542. Salmon.
543. Repair.
544. Clan.
545. Urge.
546. Rested.
547. Espirit.
548. Amateurs.
549. Oilskin.
550. Eclipses.
551. Student.
552. Down.
553. Amicable.
554. Filament.
555. Engine.
556. Died.
557. Mirage.
558. Similar.
559. Stature.
560. Purposed.
561. Ignition.
562. Created.
563. Assault.
564. Exempt.
565. Resist.
566. Roes.
567. Ruffed.
568. Nihilist.
569. Tillage.
570. Idealist.
571. Salmon.
572. Repair.
573. Clan.
574. Urge.
575. Rested.
576. Espirit.
577. Amateurs.
578. Oilskin.
579. Eclipses.
580. Student.
581. Down.
582. Amicable.
583. Filament.
584. Engine.
585. Died.
586. Mirage.
587. Similar.
588. Stature.
589. Purposed.
590. Ignition.
591. Created.
592. Assault.
593. Exempt.
594. Resist.
595. Roes.
596. Ruffed.
597. Nihilist.
598. Tillage.
599. Idealist.
600. Salmon.
601. Repair.
602. Clan.
603. Urge.
604. Rested.
605. Espirit.
606. Amateurs.
607. Oilskin.
608. Eclipses.
609. Student.
610. Down.
611. Amicable.
612. Filament.
613. Engine.
614. Died.
615. Mirage.
616. Similar.
617. Stature.
618. Purposed.
619. Ignition.
620. Created.
621. Assault.
622. Exempt.
623. Resist.
624. Roes.
625. Ruffed.
626. Nihilist.
627. Tillage.
628. Idealist.
629. Salmon.
630. Repair.
631. Clan.
632. Urge.
633. Rested.
634. Espirit.
635. Amateurs.
636. Oilskin.
637. Eclipses.
638. Student.
639. Down.
640. Amicable.
641. Filament.
642. Engine.
643. Died.
644. Mirage.
645. Similar.
646. Stature.
647. Purposed.
648. Ignition.
649. Created.
650. Assault.
651. Exempt.
652. Resist.
653. Roes.
654. Ruffed.
655. Nihilist.
656. Tillage.
657. Idealist.
658. Salmon.
659. Repair.
660. Clan.
661. Urge.
662. Rested.
663. Espirit.
664. Amateurs.
665. Oilskin.
666. Eclipses.
667. Student.
668. Down.
669. Amicable.
670. Filament.
671. Engine.
672. Died.
673. Mirage.
674. Similar.
675. Stature.
676. Purposed.
677. Ignition.
678. Created.
679. Assault.
680. Exempt.
681. Resist.
682. Roes.
683. Ruffed.
684. Nihilist.
685. Tillage.
686. Idealist.
687. Salmon.
688. Repair.
689. Clan.
690. Urge.
691. Rested.
692. Espirit.
693. Amateurs.
694. Oilskin.
695. Eclipses.
696. Student.
697. Down.
698. Amicable.
699. Filament.
700. Engine.
701. Died.
702. Mirage.
703. Similar.
704. Stature.
705. Purposed.
706. Ignition.
707. Created.
708. Assault.
709. Exempt.
710. Resist.
711. Roes.
712. Ruffed.
713. Nihilist.
714. Tillage.
715. Idealist.
716. Salmon.
717. Repair.
718. Clan.
719. Urge.
720. Rested.
721. Espirit.
722. Amateurs.
723. Oilskin.
724. Eclipses.
725. Student.
726. Down.
727. Amicable.
728. Filament.
729. Engine.
730. Died.
731. Mirage.
732. Similar.
733. Stature.
734. Purposed.
735. Ignition.
736. Created.
737. Assault.
738. Exempt.
739. Resist.
740. Roes.
741. Ruffed.
742. Nihilist.
743. Tillage.
744. Idealist.
745. Salmon.
746. Repair.
747. Clan.
748. Urge.
749. Rested.
750. Espirit.
751. Amateurs.
752. Oilskin.
753. Eclipses.
754. Student.
755. Down.
756. Amicable.
757. Filament.
758. Engine.
759. Died.
760. Mirage.
761. Similar.
762. Stature.
763. Purposed.
764. Ignition.
765. Created.
766. Assault.
767. Exempt.
768. Resist.
769. Roes.
770. Ruffed.
771. Nihilist.
772. Tillage.
773. Idealist.
774. Salmon.
775. Repair.
776. Clan.
777. Urge.
778. Rested.
779. Espirit.
780. Amateurs.
781. Oilskin.
782. Eclipses.
783. Student.
784. Down.
785. Amicable.
786. Filament.
787. Engine.
788. Died.
789. Mirage.
790. Similar.
791. Stature.
792. Purposed.
793. Ignition.
794. Created.
795. Assault.
796. Exempt.
797. Resist.
798. Roes.
799. Ruffed.
800. Nihilist.
801. Tillage.
802. Idealist.
803. Salmon.
804. Repair.
805. Clan.
806. Urge.
807. Rested.
808. Espirit.
809. Amateurs.
810. Oilskin.
811. Eclipses.
812. Student.
813. Down.
814. Amicable.
815. Filament.
816. Engine.
817. Died.
818. Mirage.
819. Similar.
820. Stature.
821. Purposed.
822. Ignition.
823. Created.
824. Assault.
825. Exempt.
826. Resist.
827. Roes.
828. Ruffed.
829. Nihilist.
830. Tillage.
831. Idealist.
832. Salmon.
833. Repair.
834. Clan.
835. Urge.
836. Rested.
837. Espirit.
838. Amateurs.
839. Oilskin.
840. Eclipses.
841. Student.
842. Down.
843. Amicable.
844. Filament.
845. Engine.
846. Died.
847. Mirage.
848. Similar.
849. Stature.
850. Purposed.
851. Ignition.
852. Created.
853. Assault.
854. Exempt.
855. Resist.
856. Roes.
857. Ruffed.
858. Nihilist.
859. Tillage.
860. Idealist.
861. Salmon.
862. Repair.
863. Clan.
864. Urge.
865. Rested.
866. Espirit.
867. Amateurs.
868. Oilskin.
869. Eclipses.
870. Student.
871. Down.
872. Amicable.
873. Filament.
874. Engine.
875. Died.
876. Mirage.
877. Similar.
878. Stature.
879. Purposed.
880. Ignition.
881. Created.
882. Assault.
883. Exempt.
884. Resist.
885. Roes.
886. Ruffed.
887. Nihilist.
888. Tillage.
889. Idealist.
890. Salmon.
891. Repair.
892. Clan.
893. Urge.
894. Rested.
895. Espirit.
896. Amateurs.
897. Oilskin.
898. Eclipses.
899. Student.
900. Down.
901. Amicable.
902. Filament.
903. Engine.
904. Died.
905. Mirage.
906. Similar.
907. Stature.
908. Purposed.
909. Ignition.
910. Created.
911. Assault.
912. Exempt.
913. Resist.
914. Roes.
915. Ruffed.
916. Nihilist.
917. Tillage.
918. Idealist.
919. Salmon.
920. Repair.
921. Clan.
922. Urge.
923. Rested.
924. Espirit.
925. Amateurs.
926. Oilskin.
927. Eclipses.
928. Student.
929. Down.
930. Amicable.
931. Filament.
932. Engine.
933. Died.
934. Mirage.
935. Similar.
936. Stature.
937. Purposed.
938. Ignition.
939. Created.
940. Assault.
941. Exempt.
942. Resist.
943. Roes.
944. Ruffed.
945. Nihilist.
946. Tillage.
947. Idealist.
948. Salmon.
949. Repair.
950. Clan.
951. Urge.
952. Rested.
953. Espirit.
954. Amateurs.
955. Oilskin.
956. Eclipses.
957. Student.
958. Down.
959. Amicable.
960. Filament.
961. Engine.
962. Died.
963. Mirage.
964. Similar.
965. Stature.
966. Purposed.
967. Ignition.
968. Created.
969. Assault.
970. Exempt.
971. Resist.
972. Roes.
973. Ruffed.
974. Nihilist.
975. Tillage.
976. Idealist.
977. Salmon.
978. Repair.
979. Clan.
980. Urge.
981. Rested.
982. Espirit.
983. Amateurs.
984. Oilskin.
985. Eclipses.
986. Student.
987. Down.
988. Amicable.
989. Filament.
990. Engine.
991. Died.
992. Mirage.
993. Similar.
994. Stature.
995. Purposed.
996. Ignition.
997. Created.
998. Assault.
999. Exempt.
1000. Resist.

1. Musical instrument made of little more than timber.
2. A rude antic would not help your this.
3. If you are successful in your 7, your supporters might be this in 1 across.
4. Fire that can turn into a small animal.
5. Long grass hiding backward animals.
6. Though useful, the poor girl seems to be entirely unhealthy.
7. Kind of disease which may end mice.
8. Town in Greece with an ancient "Talkie."
9. This mythical king rolls round the sky.
10. To tinge deeply.

## SOLUTION OF JANUARY PUZZLE

ACROSS.—1, Sensational; 9, Cabaret; 10, Riser; 11, Scruple; 13, Milan; 14, Idle; 16, Hackle; 19, Enamel; 20, Anna; 22, Domum; 23, Opulent; 26, Ovolo; 27, Mobman; 28, Pestilences. DOWN.—2, Ember; 3, Scrip; 4, Titled; 5, Oarsmen; 6, Absalom; 7, Icosahedron; 8, Granulating; 12, Lien; 15, Leap; 17, Compote; 18, Lampport; 21, Nermal; 24, Urban; 25, Emmie.





FOUNDED 1900

IF YOU  
SEEK A  
GOOD  
POSITION

READ  
THIS

THE Bennett College is in the unique position of being able to give specialized courses for all examinations.

It has an unrivalled staff of Technical, Commercial and Scholastic Tutors.

We have expert Tutors for every department, full-time Tutors only are employed.

All lessons are corrected on the College premises and are returned the same day as they arrive—this means NO DELAY.

#### CIVIL SERVICE EXAMS. for which we teach

Assistant Inspector of Taxes  
Junior Assistant Auditor in Ministry of Health  
Officer of Customs and Excise (Male)  
Clerical Classes  
Female Telegraphists in London  
Female Sorting Assistant in London  
Female Telephonist  
Typist and Clerk-Typist  
Shorthand-Typist and Clerk-Typist  
Writing Assistants (Female)  
Aircraft Apprentices in Royal Air Force  
Clerks in Royal Air Force  
Sorting Clerk and Telegraphist  
Male Assistant Preventive Officers in the Waterguard Service

POST OFFICE Engineering Dept.  
Probationary Inspector  
Assistant Superintendent of Traffic  
Probationary Assistant Engineer

Our courses are carefully tabulated and so arranged that study becomes a pleasure.

Our courses are up-to-date.

Our courses explain even the most difficult points in simple, easily understood language.

Our teaching methods are efficient.

Personal attention for every student.

ALL TEXT BOOKS SUPPLIED FREE.

A written GUARANTEE of TUITION UNTIL SUCCESSFUL is given to every student.

ADVICE GIVEN FREE CONCERNING ALL CAREERS—CIVIL SERVICE, COMMERCIAL, OR TECHNICAL

PLEASE NOTE ADDRESS CAREFULLY:—

THE BENNETT COLLEGE  
DEPT. 187  
SHEFFIELD

# An Invitation to the NEW MIDLAND FURNITURE GALLERIES

Come to our beautiful new Showrooms in Holborn for all the new Furniture that you are wanting this Spring—from a complete Suite to a single Chair. For a hundred years we have served Local Government Officials to their complete satisfaction. You save pounds by purchasing from us. All goods can be had on easy payments.

*Here is a Typical Example of the Remarkable MIDLAND Value!*

**SPLENDID DINING-ROOM SUITE for 6/- down**



The MIDLAND 3-PIECE DINING-ROOM SUITE comprising large roomy Settee, 4 ft. wide, and two Easy Chairs to match. Well sprung seats, upholstered in real Sprayed Rexhide and choice Velour Seats and Arms. 36 Monthly Payments of only ... **6/-**  
Cash Price, £9.17.6.

**250 SIMILAR SUITES ALWAYS IN STOCK**

**Send for  
BARGAIN CATALOGUE**  
(Post Free)

WIRELESS : GRAMOPHONES : PIANOS  
Special Prices and Terms: Send for Special List.

The  
**Midland**  
Furniture Galleries

The Midland Furnishing Co., 108-110 High Holborn, W.C.1  
(Facing Holborn Tube Station—one minute British Museum Station)  
**OPEN ALL DAY SATURDAY.** Early Closing, Thursday.

Please mention "Local Government Service" when corresponding with advertisers.



# THE GAME OF CHESS

By ANSELMO LOPEZ

We estimate chess as decidedly the best of games inasmuch as it gives a wholesome exercise and discipline to the mind and is at the same time a recreation from other pursuits."

—CHARLES TOMLINSON.

PROBLEM No. 3 (by Frank Healey)  
Black—1 piece



White—4 pieces

White to move and mate in three moves

## COUNTY CHESS

Two important matches in the Southern Counties Championship were played in February—one Surrey v. Essex, the other Middlesex v. Kent. In the former match, a 50 board one Surrey easily accounted for Essex, the final score being Surrey, 41½ games; Essex, 8½. Surrey's men on the top boards were C. F. Cornwall, R. P. Michell, R. C. Walker, F. F. Alexander, H. C. Griffith, H. G. Felce, and J. Butland. In the other match, which was one of 32 boards, there was a better fight, the final score being Middlesex, 19½ games; Kent, 12½. Kent, however, had the best of it on the 11 top boards, as the following score shows:—

MIDDLESEX	Pts.	KENT	Pts.
H. Griffith	1	J. C. Waterman	1
W. Winter	1	H. H. Cole	1
E. G. Sergeant	1	R. C. Noel Johnson	1
H. Saunders	0	W. Skillin	1
A. Wykeham-George	1	F. W. Chambers	1
W. H. Watts	0	E. A. Coad Pryor	1
P. I. Wyndham	1	C. H. Lorch	1
C. W. Hopper	0	B. W. Hamilton	1
W. H. Rezan	0	W. M. Brooke	1
A. E. Mercer	0	H. Storr Best	1
T. M. Holford	0	J. M. Lingard	1

Here is a game, played on the fourth board, from this match:—

QP Opening

WHITE W. SKILLICORN Kent	BLACK H. SAUNDERS Middlesex
1. P—Q4	1. Kt—KB3
2. Kt—Q2	2. P—Q4
3. KKt—B3	3. P—K3
4. P—K3	4. P—B4
5. P—B3	5. Kt—B3
6. B—Q3	6. Q—B2
7. Castles	7. P—Kt3
8. R—K1	8. B—Kt2
9. P—K4	9. P—KP
10. Kt—P	10. Kt—Kt
11. B—Kt	11. P—P
12. B—Kt	12. P—B
13. Kt—P	13. Castles
14. B—K3	14. R—Kt1
15. Q—K2	15. B—Q2
16. QR—Q1	16. R—Kt2
17. B—B1	17. P—QB4
18. Kt—B3	18. P—R5
19. P—Qb1	19. B—B3
20. Kt—K1	20. P—QR4
21. B—B4	21. Q—Kt3
22. Q—K3	22. P—R5
23. R—Qb	23. B—K1
24. B—B	24. P—P
25. B—B6	25. Resigns.

## MISS MENCHIK

Miss Menchik, Woman World Champion, gave a simultaneous display recently at the Empire Social Chess Club (Whiteleys, Bays-

water). She had twenty-three opponents, and her final scores were fifteen wins, five draws and three losses.

BRIEF BRILLIANCES, No. 3.

QP Opening

WHITE	BLACK
1. P—Q4	1. Kt—KB3
2. P—K3	2. P—K3
3. P—K3	3. P—K3
4. P—K3	4. P—K3
5. P—K3	5. P—K3
6. P—K3	6. P—K3
7. P—K3	7. P—K3
8. P—K3	8. P—K3
9. P—K3	9. P—K3
10. P—K3	10. P—K3
11. P—K3	11. P—K3
12. P—K3	12. P—K3
13. R—Kt3	13. Resigns.

From a Moscow Tournament of 1929.

END GAME No. 3

White (4 pieces)—K on KKt sq., Pawns on KR2, KB2, and Q2.

Black (3 pieces)—K on QKt3, Pawns on KR6 and KB6.

White to play and win.

SOLUTION TO PROBLEM No. 3. (3-mover by Frank Healey).

The key is K—Q7.

If 1. K—K5; 2. R—Q5, K—R; 3. Q—Q4 mate.

Comment.—The problem is, of course, lacking in variety, but it has plenty of interest. It is not at all so easy of solution as, at first sight, it would appear to be. The sacrifice of the Rook has quite an element of humour as well as of surprise.

SOLUTION TO END GAME No. 3.

WHITE	BLACK
1. P—Q4	1. K—B3
2. K—B3	2. K—Q3
3. K—K3	3. K—Q4
4. K—Q3	4. K—B5
5. K—B2	5. K—P
6. K—Q2	6. K—K5
7. K—B3	

## WHERE TO STAY

(Continued from page 86)

SEE GLORIOUS DEVON.—Send for tariff and particulars to Mrs. Turvey, "Eaglescairn," Grafton Road, Torquay. Two guests 23 visits; two others 9 visits; eight parties 5 visits. Many others several times. Food, cooking, apartments, and sea views second to none.

## BUSH ROSES,

6/- doz., British Grown. First grade, strong, bushy and hardy plants, true to name, carr. paid. Lists free.—R. Tunnell, Rose Grower, Hermitage Bridge, near Woking.

Send for selection of my "World-Famous" Approval Selections, send "Wants" List. References please. Wanted collections, and loose lots purchased, Immediate Cash.—J. W. Spowart (established 1912), 10a Queens Road, Brighton.

Write Candler  
for  
GLADIOLI List

Frank W. Candler, Ltd.

Telegraph Street,

F.C.2

**RUN NO RISKS WITH YOUR SAVINGS THIS YEAR**

Profit by the experience of others

**A STERLING 5% TAX FREE INVESTMENT**

For over 60 years the Fourth City Building Society has unfailingly paid half-yearly Tax Free Dividends which to-day yield interest at 5% per annum—equal to 6½% subject to Tax. The £1 shares of this Society, unlike other forms of Investment, are not subject to constant rise and fall in value, and can always be withdrawn without deduction and interest to date.

No fees or brokerage.

Send a postcard to the Manager or fill in and post the form below for full particulars of how you may Invest any sum from 1/- upwards.

**FOURTH CITY**

**BUILDING SOCIETY**

34 LONDON WALL,  
LONDON, E.C.2

Estab. 1862

To Mr. A. J. HIGHAM, Manager,  
Fourth City Building Society,  
34 London Wall, E.C.2.

Please forward, without obligation, particulars of Investment for Savings advertised in the "Local Government Service."

Name .....

Address .....





The importance of this concession will be fully recognised when taken into consideration that Winegarten's prices are already 20% to 40% lower than are obtainable elsewhere—bearing in mind at the same time the equally important fact that the quality of all goods is maintained at the very highest standard. This reduction applies to all Goods, whether selected from our windows or ordered from catalogue. For instance, say your choice falls on one of our fine quality diamond rings, really splendid value at the plainly marked price to the public at £20—as a L.G. Officer this can be yours for **£16** only; smaller or larger purchases, of course, at same proportion.

WALTHAM LEVERS	Cash Price to Public	Cash Price to L. G. Officers
	£ s d	£ s d
Solid Silver	4 7 6	3 12 0
Gold Filled	4 10 0	3 12 0
9-ct. Solid Gold	9 10 0	7 12 0

WINEGARTEN'S LEVERS	Cash Price to Public	Cash Price to L. G. Officers
	£ s d	£ s d
Solid Silver, 15 Jewels	2 15 0	2 4 0
Gold Filled, 15 Jewels	3 0 0	2 8 0
9-ct. Solid Gold, 15 Jewels	6 5 0	5 0 0

SOLID GOLD



WATCH BRACELETS

English Hall Marked

15 Jewelled Lever Movements

WITH SOLID GOLD EXPANDING BRACELETS, from 55/-.

With Adjustable Silk Bands from 35/-.

New Watch Catalogue. Showing 200 illustrations of the latest designs in Ladies' and Gent's models, post free on request.

The most up-to-date establishment for every description of Watches, Clocks, Jewellery, Silver and Silver Plated Goods, Cutlery etc.—Catalogues with Privilege Ticket entitling L.G. Officers to Special Discount of 20% off all Prices, forwarded post free on request. Post orders sent under Winegarten's Guarantee to return cash if not entirely satisfied.

FREE INSURANCE


at Lloyds for full amount with every Ring priced £5 and over. Protecting you against LOSS, THEFT, FIRE & DAMAGE.



Single Stone Diamond, £5 5 0 Upwards.




7 Diamonds. £7 10 0 Upwards.




Diamonds and Sapphire. From £8 6 0



3 Diamonds £2 15 0 Upwards.



Diamond Cluster. £3 3 0 Upwards



5 Diamonds £3 0 0 Upwards



New Art Ring Catalogue exhibiting over 600 illustrations of modern ring craft, with many pages in colour, forwarded together with finger-size card post free on application

APPLY FOR PARTICULARS OF

SPECIAL DISCOUNT

TO MEMBERS OF N.A.L.G.O.

WINEGARTEN'S, 145, Bishopsgate, London, E.C.2.

Hours of Business: Monday to Thursday, 9 to 8; Fridays, 9 to 5.30; Saturday Evenings, 6.30 to 9.

FREE CHURCH TOURING GUILD

COMFORT AND ECONOMY

INCLUSIVE PRICES

A Week in BRUGES	£4 : 4 : 0
PARIS Week-end	£4 : 17 : 0
ROME Tour	£15 : 15 : 0
GRAND TOUR ROUND ITALY	£37 : 2 : 6

Swiss and Italian Lakes in Spring—

10 Days' Tour to LUCERNE	£9 : 11 : 0
10 Days' Tour to CLARENS	£9 : 13 : 6
10 Days' Tour to LUGANO	£10 : 17 : 6
10 Days' Tour to LOCARNO	£12 : 3 : 6
10 Days' Tour to CERNOBBIO	£11 : 2 : 0
Tour to HOLLAND for the Bulb Season	£10 : 4 : 6

Cruise Round Italy—

Genoa, Naples, Palermo, Malta, Venice (19 days) 28 Guineas

[ Complete Programme of Tours, at Home and Abroad, now ready ]

Post Free from THE SECRETARY, 130 MEMORIAL HALL, FARRINGDON STREET, LONDON, E.C.4



# Hawkey & Gifford

LIMITED

*Wholesale and Export*

**Cabinet, Upholstery and  
General Furniture  
Manufacturers.**

**46 CURTAIN ROAD**

*Workshops :*

**HEWITT STREET, LONDON, E.C.2**

A Large Stock of BEDROOM SUITES,  
SIDEBOARDS, CABINETS & CHAIRS  
always on view at our Showrooms

Members of N.A.F.O. are treated as Trade customers  
and special Staff Prices are given to members of their  
Staff Association Membership Card

## Learn Art of Public Speaking and How to Talk Well

Write for Particulars Gratis and Post free

Student. There is nothing so helpful to the ambitious man (or woman). Others will always listen to those who are able to "think and speak on their feet" or take a leading part in ordinary conversation.

CABINET Ministers, M.P.'s and others have risen from the lowest ranks of labour because of their Public Speaking and Conversational ability. It builds the plus personality and power that wins personal promotion, progress, and profit.

YOU can also improve your speaking voice. It will become stronger and clearer. You can—

- Learn the actor's art of elocution —
- How to phrase and accentuate words —
- How to "think on your feet" —
- How to gather ideas for a speech —
- How to breathe —
- How to argue to win —
- How to persuade others —
- How to enlarge your vocabulary —
- How to memorise a speech —
- How to develop self-confidence —
- How to improve your conversation —
- All about the different styles of Public Speaking and Conversing —
- All about stance and gesture in Public Speaking —
- All about After-Dinner Speaking —
- How to tell stories effectively, etc., etc.

YOU will need no other teacher or instruction than that given in the world-famous (Grenville Kleiser Course in 25 Illustrated Instruction Books.

**FREE 5 BOOKS BY Mr. Grenville Kleiser**

EVERY reader who writes promptly for the Free Literature and takes up this Course of Instruction will receive as a gift the following 5 Books by Mr. Kleiser :

- Speeches for Study and Suggestions for Speech-Making
- Phrases for Public Speaking and Paragraphs for Study
- Impromptu
- Helpful Hints on Speaking
- Stories that Take

THOUSANDS of the world's best Public and After-Dinner Speakers and Conversationalists pay tribute to Mr. Kleiser's famous Course of Instruction. WRITE TO DAY for Free Literature to :—

**FUNK & WAGNALLS COMPANY, PUBLISHERS**  
14 Salisbury Square, London, E.C.4

## SAFEST *and* BEST THE NEW GRESHAM BUILDING SOCIETY

Established 1854

Are you getting the best return for your money?  
This old-established Building Society has been paying  
for years back **5½ per cent. Free of Income Tax.**  
Shares £10 each, which may be paid in full or by monthly  
subscriptions.

### ABSOLUTE SECURITY

*A Special Scheme of advantage to members of the  
N.A.L.G.O. in connection with House Purchase, etc.*

Generous Advances to Borrowers and

**LOW REPAYMENTS over LONG TERMS**

*Members of N.A.L.G.O. are treated as Trade customers*

**ECONOMIC INVESTMENT & SERVICE  
BUREAU, LTD.**

292 High Holborn, London, W.C.1

TELEPHONE: HOLBORN 9486, 9487 (two lines)

## MUNICIPAL MUTUAL INSURANCE LIMITED

(Associated Local Government Authorities)

*Established in 1903 by Municipal  
Authorities for Municipal  
Insurances of all kinds.*

The Funds and Profits belong to the Fire  
Policyholders, who also elect the Board of  
Management.

**Total Assets exceed £560,000**

LOWEST RATES OF PREMIUM  
ABSOLUTE SECURITY

Premium Reductions to Policyholders exceed  
£126,000. Over 1,100 Local Authorities  
Insured. Inquiries invited.

Head Office:

**26 FINSBURY SQUARE, E.C.2**

Telephone: NATIONAL 8354


JOHN J. TAIT, F.C.I.I.

retires



# See Your Own Country First!

*A British Holiday is a contribution to your  
Health and Pleasure and to your  
Country's Prosperity*

Select your Holiday Resort  
this year from the big : :  
Great Western Railway   
Guide—The only Holiday  
Guide you need.

## “HOLIDAY HAUNTS” 1931

1,000 pages, over 8,000 addresses of Hotels, Boarding Houses, etc.,  
hundreds of photogravure views and descriptions of Britain's Best  
Holiday Resorts. Letterpress by Maxwell Fraser.

This wonderful sixpennyworth is obtainable at all G.W.R. Stations, Offices and Bookstalls; from leading Book-  
sellers and Newsagents throughout the Country; or by post from the Superintendent of the Line, G.W.R.,  
Paddington Station, London, W.2 (no charge for postage).

## FREE CHURCH TOURING GUILD

COMFORT AND ECONOMY

INCLUSIVE PRICES

All Tours conducted from London

£4	:	4	:	0	-	-	-	-	8 Days' Tour to BRUGES
£4	:	12	:	0	-	-	-	-	8 Days' Tour to HEYST-SUR-MER
£8	:	19	:	6	-	-	-	-	10 Days' Tour to LUGANO
£8	:	10	:	0	-	-	-	-	10 Days' Tour to INTERLAKEN
£8	:	3	:	6	-	-	-	-	10 Days' Tour to CLARENS-MONTREUX

Motor Tours in THE RHINELAND and BAVARIA  
Tours to the CHANNEL ISLANDS

*Summer Booklet, with full particulars of above and many other Tours, post  
free, from the Secretary, 158 Memorial Hall, Farrington St., London, E.C.4*



# NALGO

APPROVED  
SOCIETY

All new entrants to the Local Government Service and members of N.A.L.G.O. who either compulsorily or voluntarily are under the National Health Insurance Acts are cordially invited to join the Society, which caters exclusively for Local Government Officers.

SICKNESS & DISABLEMENT BENEFIT  
MATERNITY BENEFIT  
DENTAL, OPTICAL AND HOSPITAL  
TREATMENT  
CONVALESCENT HOME TREATMENT  
SURGICAL APPLIANCES  
WIDOWS', ORPHANS' AND OLD AGE PENSIONS

MEMBERSHIP - - - 18,000  
ACCUMULATED FUNDS £200,000

24 ABINGDON STREET, LONDON, S.W.1

## SHREWDNESS in SELECTION

Many hundreds of Local Government Officers in all Departments prepare each year for examinations on which their promotion in the service depends. Practical courses of postal tuition are usually essential and the Nalگو Correspondence Institute will be glad to give information, either direct or through the Branch Education Correspondent, to any officer who is thinking of taking such a course.

FULL  
DETAILS  
FROM

A descriptive pamphlet will be sent free on application.

Nalگو Correspondence Institute  
24 ABINGDON ST., WESTMINSTER, S.W.1

## I.M.T.A. EXAMS.

● **WANTED.**—First class students who will work through the remarkable new courses now offered by the N.C.I. and gain Honours in the Examinations. This is a new service backed by experience gained during the past ten years, and by the huge resources of the N.A.L.G.O.

## Don't pass this

IMPORTANT NOTICE

The Director of Studies for the I.M.T.A. Examination Courses is Mr. PERCY CRAVEN, F.I.M.T.A., F.S.A.A. Assisted by a panel of tutors, he deals with each student individually and keeps in touch with his studies until he passes the examination.

For full particulars from your Branch Secretary, or your Education Correspondent, or from the

NALGO CORRESPONDENCE INSTITUTE  
21 ABINGDON STREET, WESTMINSTER, S.W.1

# 3 POINTS!

## FOR 6/- A MONTH

THE NALGO PROVIDENT SOCIETY—

1. PAYS YOU £2:2:0 weekly whilst ill.
2. SENDS YOU to beautiful "Nalگو House," Matlock, for two weeks, to recuperate, and
3. RETURNS YOU most of your payments at the end of the year. For 1930, 75% £2:8:0.

## IT IS A SAVING— NOT AN EXPENSE

BY JOINING NOW  
YOU WILL ESCAPE  
MEDICAL EXAMINATION IF UNDER  
40.

Mthly. Contrib.	Weekly Benefit.
1/- provides	7/-
2/-	14/-
3/-	21/-
4/-	28/-
5/-	35/-
7/-	49/-
8/-	56/-
9/-	63/-

NALGO PROVIDENT SOCIETY  
24 ABINGDON STREET, LONDON, S.W.1



# National Association of Local Government Officers

## Annual Conference : Edinburgh

Commencing MAY 23rd, 1931

## AGENDA

Containing Notices of Motion, Amendments to which must be received not later than 5 p.m. on April 15, 1931.

PLACE OF MEETING :

The SYNOD HALL, Castle Terrace, Edinburgh

**NOTE :** The proceedings will commence at 9.30 a.m. on Saturday, May 23, 1931, and at 9.30 a.m. on Monday, May 25, 1931. The Conference will adjourn for luncheon at 12.30 p.m., and will resume at 2.30 p.m. on each day, unless otherwise determined. On Saturday, May 23, 1931, the Conference will adjourn at 4.15 p.m. to enable the Annual General Meeting of the members of the Nalگو Provident Society to be held in the Synod Hall, at 4.30 p.m. The Session on Saturday morning will be open to all Local Government Officers and the public.

### 1. OFFICIAL WELCOME BY THE LORD PROVOST OF EDINBURGH.

### 2. ADDRESSES.

### 3. PROCEEDINGS OF THE CONFERENCE HELD ON JUNE 7 AND 9, 1930.

### 4. BENEVOLENT AND ORPHAN FUND.

#### (a) Purses, etc.

(i.) The Lady Provost of Edinburgh will receive the Purses of the Benevolent and Orphan Fund.

(ii.) The Lady Provost of Edinburgh will present the "Sir Homewood Crawford" Shield, the "Sir Charles Wakefield" (Lord Wakefield) Shield, and the "Bridlington" Cup.

(iii.) To receive the Honorary Treasurer's Financial Statement.

(iv.) To receive the Report of the Management Committee.

### 5. PRESIDENT'S ADDRESS.

### 6. RULE 19—HONORARY OFFICERS.

Note.—Rule 28 prescribes the order of business at the Conference, but gives discretionary power to the Chairman to vary that order. As indicated in the Special Report of the National Executive Council on the Presidency question, the Chairman proposes to vary the order of business to enable the National Executive Council's Notice of Motion to be taken before the election of the Honorary Officers.

### RULE 33—CONSTITUTION.

#### *Notices of Motion given by the National Executive Council.*

- (1) (a) "That it be the general policy of the Association to have a change of President each year, and that the most prominent members of the Local Government Service who are members of N.A.L.G.O. should be invited to accept the office."
- (b) "That to ensure continuity of thought and a working knowledge of the Association, there shall be a President and two Vice-Presidents, all of whom shall be *ex-officio* members of the National Executive Council."
- (c) "That the President, at the conclusion of his year of office, shall be an *ex-officio* member of the National Executive Council for the period of one year."

(d) "That at the 1931 Conference a President and two Vice-Presidents be elected."

(e) "That at succeeding Conferences the normal procedure shall be to elect one of the Vice-Presidents as President."

(f) "That Mr. A. P. Johnson be the Immediate Past President until the termination of the proceedings of the Annual Conference, 1932 ; and that any rules and regulations which conflict with or are contrary to this decision be and the same are hereby suspended until the termination of such proceedings."

(2) "That the rules and constitution of the Association be amended as follows :—

Rule 19 (a) (ii). Leave out "Three" and insert "Two."

Rule 19 (b) line 2. Leave out "Office" and insert "Offices," and insert "and Vice-Presidents" after the word "President."

Rule 33. Leave out the whole rule and insert the following new rule :—

"CONSTITUTION.—The Council shall be constituted of the following :

(a) The President, the Immediate Past-President, the Vice-Presidents, the Honorary Treasurer and the Honorary Solicitors (all of whom shall be *ex-officio* members,) and

(b) A number of members elected in the manner herein prescribed.

The Immediate Past-President shall be an *ex-officio* member of the Council from the date of his retirement from the office of President until the termination of the proceedings of the next Annual Conference."



**(b) Notice of Motion given by the Metropolitan District Committee.**

- (a) "That the following resolution passed at the Lowestoft Conference be rescinded, viz. :

'Nominations may only be submitted by the Council for the Office of President, and nominations for the other Honorary Officers may only be submitted by the Council and/or a District Committee, and all Honorary Officers shall be elected on such nominations, by the Annual Conference, and that the present Rule 19(b) be amended accordingly.'

- (b) That nominations for the Office of President may only be submitted by the Council and/or a District Committee, and that the Rules be amended accordingly.'

**7. ELECTION OF NATIONAL EXECUTIVE COUNCIL, AND HONORARY OFFICERS.**

To receive the President's announcement of the result of the Ballots.

**8. SCRUTINEERS.**

To appoint scrutineers to record votes during the Conference.

**9. TO RECEIVE THE HONORARY TREASURER'S FINANCIAL STATEMENT AND BALANCE SHEET.**

**10. TO RECEIVE THE REPORT OF THE NATIONAL EXECUTIVE COUNCIL.**

**11. NATIONAL EXECUTIVE COUNCIL—ANNUAL REPORT AND CONFERENCE AGENDA.**

**Notice of Motion given by the National Executive Council.**

"That the following resolution, passed at the Annual Conference, 1930, be rescinded :

'That the National Executive Council be instructed that for the Conference in 1931 and for all future Annual Conferences a copy of an Agenda giving resolutions to be moved and recommendations made by the National Executive Council be sent to each Branch in time to permit full consideration of such Agenda and motions or amendments to be tabled by Branches before the day appointed for the submission by Branches of resolutions for the Conference.'

**12. DEATH LEVY.**

**Notice of Motion given by the Carshalton Branch.**

"That in view of the suggested Widows' Pensions Scheme having been found impracticable, this Conference instructs the National Executive Council to explore the possibilities of the formulation of a scheme for the introduction of a National Death Levy which will yield a sum of not less than £200 payable to the next-of-kin."

**13. ENDOWMENT AND DEATH INSURANCE.**

**Notice of Motion given by the West Riding County Officers' Branch.**

"That this Conference requests the National Executive Council to evolve a scheme for the provision of Endowments and/or Death Benefits for members ; such provision to be covered if possible by membership subscriptions ; and report thereon at the next Annual Conference."

**14. GRANT TOWARDS COST OF RAILWAY FARES OF CONFERENCE REPRESENTATIVES.**

**(a) Notice of Motion given by the Metropolitan District Committee.**

"That, in future, in the event of Branches with small memberships desiring assistance towards the cost of being represented at a Conference of the Association, they shall be eligible to apply for a grant of 50 per cent. of the cost of one third class return railway fare (at the cheapest rate available to the Association) and 50 per cent. of the expenses, at the rate of not exceeding £1 (one pound) per day, for the attendance of one delegate. Payment of suitable applications at

a cost not exceeding £400 per annum shall be made from the General Funds Revenue Account of the Association.

The National Executive Council or a Committee, sub-committee or other representatives appointed by the National Executive Council for the purpose, shall consider such applications and decide those that shall be paid (in total not exceeding the beforementioned maximum sum in any one year).

Consideration shall be given firstly to the financial position of the Branch, and secondly to the numerical strength of the Branch, in deciding which applications shall be approved for payment.

The National Executive Council shall report annually the total number of such applications received, the number approved, and the total sum so disbursed."

**15. POOLING OF RAILWAY FARES.**

**Notice of Motion given by the Dumbarton-shire Branch.**

"That this Conference is of the opinion that in order to ensure equity as between Branches represented at Annual Conferences the principle of pooling railway expenses (third class fares one journey each way) of one delegate from each Branch, with delegates in attendance, should be established."

**16. PROPOSED ELIMINATION OF B. and O. PURSE SESSION.**

**Notice of Motion given by the Dumbarton Branch :**

"That in order to conserve the time of Conference and preserve the dignity of the Association this Conference is of opinion that :

- (1) what is euphoniously termed the Purse Session should be eliminated in future Conferences.
- (2) that contributions to the B. & O. Fund should be forwarded to the appropriate official prior to the April 15 each year, that
- (3) thereafter the General Secretary should prepare and circulate to representatives a list of contributions and that
- (4) the Chairman of the Conference should intimate the winners of the various trophies and arrange for their public presentation."

**17. SUPERANNUATION.**

**Notice of Motion given by the South-Western District Committee.**

"That the National Executive Council be requested to take such steps as are necessary to provide for the amendments of the Local Government and Other Officers' Superannuation Act, 1922, to permit optional retirement at the age of 60 years, or any date between the ages of 60 and 65 years."

**18. EDUCATION ADMINISTRATIVE POSTS.**

**Notice of Motion given by the Manchester Branch.**

"That this Conference, noting the established policy of many Local Authorities of requiring teaching experience as an essential qualification for the post of Chief Education Officer, instructs the Nalco Executive Council to communicate with

- (1) the Board of Education ;
- (2) the Association of Education Committees, and
- (3) the Association of Directors and Secretaries of Education with a view to enabling officers engaged in educational administration to secure such teaching experience."

**19. SALARIES AND GRADING SCHEMES.**

**Notice of Motion given by the Leeds Branch.**

"Inasmuch as Local Government Officers are the only Public Servants whose salaries are not regulated by National awards, this Conference urges the National Executive Council to consider the possibility of either



- (1) the making of three-party agreements on a national basis as between Associations of Employing Authorities, the National Association of Local Government Officers, and appropriate Government Departments, such agreements to be binding on all parties and enforceable by Departmental Regulations, or
- (2) the introduction of legislation which will make it obligatory on Local Authorities to adopt and implement salaries and grading schemes, such schemes to be subject to the approval of the Ministry of Health, and terminable only after due notice."

## Amendments of Rules

### 20. RULE 9—SCALE OF SUBSCRIPTIONS.

#### (a) Notice of Motion given by the Somerset Branch.

"SUBSCRIPTIONS.—That the National Executive Council be instructed to introduce a scale of subscription at the rate of 5/- per annum for part-time and junior officers whose salaries and emoluments from Local Government appointments do not exceed £52 per annum."

#### (b) Notice of Motion given by the Doncaster and Huddersfield Branches.

- (1) "That this Conference is of opinion that the present Scale of Subscriptions is inequitable to the younger members of the Association and should be amended.
- (2) That Rule 9 be amended to read as follows :
  - (a) Members shall pay a monthly subscription except as provided in Rule 10, based on their total salaries, bonuses and emoluments, as follows :
 

Up to £80 p.a. ... ..	5d. per month
Exceeding £80 but not exceeding £120 p.a. ... ..	10d. " "
Exceeding £120 but not exceeding £260 p.a. ... ..	1s. 3d. " "
Exceeding £260 but not exceeding £350 p.a. ... ..	1s. 8d. " "
Exceeding £350 but not exceeding £450 p.a. ... ..	2s. 11d. " "
Exceeding £450 p.a. ... ..	2s. 6d. " "

#### (c) Notice of Motion given by the Liverpool Branch.

"To add to Rule 9—Scale of Subscriptions, after the words 'Up to £120 per annum. 10d. per month,' the words, 'Provided that for Female Probationer Nurses whose Cash Salary does not exceed £40 per annum, the subscription shall be 5d. per month.'"

#### (d) Notice of Motion given by the Montgomery Branch.

"That in view of the large number of Part-time Officers in Rural Areas with very small salaries, especially among Transferred Officers, it would be in the interest of the Association if a reduction in the rate of subscriptions was made to meet those cases where salaries do not exceed £50."

#### (e) Notice of Motion given by the Oldham Branch.

"To amend Rule 9a of the Rules and Constitution, so that the last paragraph shall read :

"The Branch shall retain 35 per cent. of the total amount collected in subscriptions during each year, from which may be made any payment considered expedient and in the best interests of the Branch.'"

#### (f) Notice of Motion given by the Gateshead Branch.

"That this Conference instructs the National Executive Council to take into consideration the question of amending Rule 9, with a view to making the rebate to branches on a graduated scale, so that such rebate will ensure a reasonable margin for working expenses in smaller branches, and to report to the next Conference."

### 21. RULE 33—CONSTITUTION.

#### Notice of Motion given by the Bethnal Green Branch.

"That on and from the date of election of members of the National Executive Council in 1934 no member who has sat on the National Executive Council for three consecutive years shall be eligible for re-election until a period of one year has elapsed.

And that, to prevent an abrupt change of personnel on the National Executive Council, where a District elects more than one member the members receiving the lowest number of votes in the 1931, 1932 and 1933 elections respectively who have, at the date of those elections, served for a consecutive period of two years, shall be ineligible for election in the following year."

### 22. RULE 51.—REPRESENTATION.

#### Notice of Motion given by the National Executive Council.

"That Rule 51 of the rules and constitution of the Association be amended as follows :—

#### (1) District Committee Areas.

Except as provided in clause (d) of this rule the qualification for a District, or group of Districts, to elect a member or members, of the Council, shall be a membership equal to a unit, obtained by dividing the total membership of the Association by the number of elective members of the Council (twenty-five), and each District shall be entitled to as many members as it has complete units, provided that :

- (a) A District, or grouping of Districts, shall be entitled to have one member on the Council if it has a membership equivalent to fifty per cent. of the unit of qualification.
- (b) The electoral areas or districts having the largest number of members in excess of the completed units shall be entitled, in order to priority of excess, to an extra representative until the full elective number is reached.
- (c) The total membership to be used in obtaining the qualifying units shall be the same as mentioned in Rule 42.
- (d) For the purpose only of representation on the Council Scotland shall be divided into three electoral areas, with one representative for each area. The areas shall be as follows :—

- (1) Glasgow area, to coincide with the area of the Glasgow and District Branch.
- (2) The East and the North of Scotland area, to include the counties of Aberdeen, Banff, Caithness, East Lothian, Midlothian, West Lothian, Fife, Forfar, Inverness, Kincardine, Kinross, Moray, Nairn, Orkney, Perth (excluding the Western District), Ross and Cromarty, Sutherland, and Zetland.
- (3) The South and the West of Scotland area, to include the counties of Argyll, Ayr, Berwick, Bute, Clackmannan, Dumfries, Dumfries, Kirkcudbright, Lanark, Peebles, the Western District of Perth, Renfrew, Roxburgh, Selkirk, Stirling, and Wigtown.

Provided that there shall be no increase in the number of representatives for any one of the three areas until the membership for the whole of Scotland entitles Scotland to more than three representatives on the unit basis as set out in this Rule.

#### (2) Class of Authority

A minimum number of members shall be allocated to each of the undermentioned classes of Local Government Officers and such minimum number shall be ascertained by dividing the membership in each class by the qualifying unit for representation of a District.



- (1) County Councils and District Councils (Scotland).
- (2) County Boroughs and Burghs.
- (3) Metropolitan Boroughs.
- (4) Boroughs.
- (5) Urban and Rural District Councils.
- (6) Dock, Harbour and River Conservancy Authorities.

(a) If, after the election it is shown that any class has not secured the minimum representation equal to one representative for each complete unit, additional members shall be appointed up to the minimum of the class or classes.

(b) The Council shall appoint the additional members (if any) for this purpose from the unsuccessful candidates serving the classes of Authority in the electoral areas, which by the normal course of the election under Clause 1 of this Rule have not secured representatives of the particular classes of Authority requiring additional representation on the Council.

(c) The additional members (if any) to be appointed shall be the eligible unsuccessful candidates who have received the highest percentage of votes cast in his electoral area at the poll for the election of the Council. Failing this, the Council shall deal with the appointments.

In the event of any such additional member ceasing to be a member of the Council prior to the date of the Annual Conference next following the date of his appointment the Council may fill the vacancy under the provisions of this Rule.

### (3) Women's Representatives.

In order to provide for at least one woman representative on the Council in the event of a woman not being elected either as an ordinary member or under the provisions of section 2 of this Rule, one woman representative shall be elected by the members of the Association as provided in Rule 44. Arrangements shall be made to enable all members, irrespective of electoral areas, to cast their votes for the woman representative on the same voting paper as is provided for the election of the ordinary members of the Council, or in the event of no such election, simultaneously with the election of ordinary members of the Council in other areas. The voting papers shall be counted as provided in Rule 47, and the result declared pursuant to Rule 49.

## 23. RULE 55.—BRANCHES.

### *Notice of Motion given by the Southern District Committee.*

"That in the interests of the Association generally, the present system of Branches being based on the area of separate employing authorities now requires alteration, and that the formation of Branches should be based on geographical areas (e.g., assessment or similar areas), in order that all present and future members should have the advantage of closer organising, social and propaganda activities, and the N.E.C. do consider and report on the necessary amendment of Rule 55 to bring about this alteration."

## 24. RULE 64.—VESTING OF PROPERTY OF THE ASSOCIATION.

### *Notice of Motion given by the National Executive Council.*

"That the rules and constitution of the Association be amended as follows :

**RULE 64.** Leave out the whole rule and insert the following new rule :

"**VESTING.**—All property and effects of the Association shall be vested in Trustees for the use and benefit of the members of the Association, and shall be dealt with by or according to the order and direction of a Conference."

## 25. TO DETERMINE THE VENUE OF THE 1932 CONFERENCE.

- (a) Invitation from the Weston-super-Mare Urban District Council.

The following communication has been received from the Clerk to the Weston-super-Mare Urban District Council :

Clerk's Office, Town Hall,  
Weston-super-Mare.  
March 14, 1930.

Dear Sir,

National Association of Local Government Officers.—Suggested Annual Conference at Weston-super-Mare at Whitsuntide, 1932.

The Weston-super-Mare Urban District Council hereby cordially invite the National Association of Local Government Officers to hold its Annual Conference at Weston-super-Mare in June, 1932.

Should your Association accept this invitation, the Council will do their best to afford the members a hearty welcome and make their visit enjoyable.

Yours faithfully,

SYDNEY C. SMITH,

Clerk

- (b) Invitation from the Bridlington Borough Council.

The following invitation has been received from the Bridlington Borough Council :

Town Hall, Bridlington,  
July 23, 1930.

Dear Mr. Hill,

On behalf of the Mayor and Corporation of Bridlington I have much pleasure in extending a cordial invitation to the National Association of Local Government Officers to hold its Annual Conference at Bridlington in 1932, and can assure you that in the event of the Association deciding to accept this invitation my Corporation would do all it possibly could to make the Conference a success.

The Corporation own the Grand Pavilion, the Spa Theatre and the Royal Hall, any of which buildings would make an ideal Conference Hall.

As you are aware, the Association held its Annual Conference at Bridlington in 1922, which, it was generally agreed, was one of the most successful Conferences of the Association up to that time, and since then other important bodies have held successful Conferences at Bridlington.

On the occasion of the previous Conferences at Bridlington the Mayor and Corporation have usually arranged a Civic Reception for the delegates and their wives attending the same, and I expect similar arrangements would be made in the event of your Conference being held at Bridlington. You will, however, quite understand that the holding of a Civic Reception is a matter which would have to be decided by the Mayor and Corporation when definite arrangements have been made for the Conference to be held here.

I sincerely hope that this invitation will be carefully considered by your Association, and my Corporation would, I feel sure, be pleased to learn that the same has been accepted.

Yours faithfully,

GEORGE MELVIN,

Town Clerk.

- (c) Invitation from the Cardiff Branch.

City Hall, Cardiff.

March 18, 1931.

Dear Mr. Hill,

I am requested by my Branch to invite the Annual Conference of 1932 to Cardiff. Our President, Mr. Cecil G. Brown, Town Clerk of Cardiff, has spoken to Alderman Melhuish who will be Lord Mayor of Cardiff during the year 1932, and he has asked me to use my best efforts to get the Annual Conference to Cardiff during his year of office. He has offered to do all that lies in his power to give the Conference a hearty welcome.

I sincerely hope that his invitation will be accepted as the conference has not been held in Cardiff since 1919.

Yours faithfully,

J. WESLAKE HILL,

Hon. Secretary.

## 26. ANY OTHER COMPETENT BUSINESS.